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NEGOTIATED WORKING CONDITIONS

1986

Province of British Columbia
Ministry of Labour and Consumer Services
POLICY AND PLANNING

TABLE OF CONTENTS

INTRODUCTION

ORDER OF PROVISIONS ANALYSED
(This section serves as a table of contents for each of the ten categories listed below).

HIGHLIGHTS

PART I
- a Industrial Composite (white pages)
- b Mining (apricot pages)
- c Manufacturing (blue pages)
- d Construction (tan pages)
- e Transportation, Communication and Other Utilities (green pages)
- f Trade and Finance, Insurance and Real Estate (gray pages)
- g Community, Business and Personal Services (cream pages)
- h Public Administration (pink pages)

PART II
- a Public Sector (cream pages)
- b Private Sector (green pages)

APPENDIX — AGREEMENTS SURVEYED (white pages)

1986

INTRODUCTION

This edition of Negotiated Working Conditions is the sixteenth in the series providing current information on the content of major collective agreements (excluding wage rates) covering workers in British Columbia. The reference date for the working conditions is January 1, 1986.

For this survey the sample of collective agreements consisted of a selection of contracts covering 100 or more employees. There are 181 agreements included in the sample, covering 213,567 employees.

This year Negotiated Working Conditions provides information on 165 clauses in collective agreements. The 165 clauses are available for 12 major industry divisions and 18 sub-industry breakdowns. However, due to space limitations, this publication contains the breakdown for 7 major industry divisions which are listed below:

1. **Mining**
2. **Manufacturing**
3. **Construction**
4. **Transportation, Communication and Other Utilities**
5. **Trade and Finance, Insurance and Real Estate**
6. **Community, Business and Personal Services**
7. **Public Administration**

A public sector/private sector breakdown is also included.

A table of contents for each of the 7 industries and the public/private breakdown is provided following the "Introduction" and is entitled "Order of Provisions Analyzed". The Appendix of this publication contains a listing of the agreements for each industry and sector.

ORDER OF PROVISIONS ANALYZED

SECTION 1 - GENERAL INFORMATION	Page
1-01 - Parties to Agreement	1
1-02 - Size of Bargaining Unit	1
1-03 - Jurisdiction of Agreement	1
1-04 - Sector	1
1-05 - Term of Agreement	1
1-06 - Expiry Date of Agreement	1
1-07 - Geographical Breakdown	2
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY	
2-01 - Management Rights Clause	2
2-02 - Contracting Out	2
2-03 - Union Security Clause	2
2-04 - Authorization of Dues Check-Off	2
2-05 - Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.	3
SECTION 3 - SENIORITY	
3-01 - Seniority Unit	3
3-02 - Length of Probationary Period	3
3-03 - Seniority Determining Promotion	3
3-04 - Seniority Determining Layoff	3
3-05 - Notice of Layoff or Pay in lieu of Notice	4
3-06 - Recall Procedure	4
3-07 - Loss of Seniority Recall Rights	4
3-08 - Retention of Seniority during Layoff	4
3-09 Retention of Seniority during Illness or Injury	4
3-10 - Seniority on Transfer from Bargaining Unit	5
3-11 - Super Seniority (special seniority) on Layoffs, etc.	5
SECTION 4 - JOB OPPORTUNITY AND PROTECTION	
4-01 - Job Posting	5
4-02 - Preferred Employment for Older or Disabled Workers (Existing Employees)	5
4-03 - Limitation of Part-Time Workers, Trainees	5
4-04 - Training or Retraining (Other than Technological Change)	5
4-05 - Journeyman-Apprentice Ratio	6
4-06 - Distribution of Work During Slack Periods/Work Sharing	6
4-07 - Rate on Temporary Reassignment	6
4-08 - Guaranteed Employment or Earnings	6
4-09 - Moonlighting	6
4-10 - Classification of Newly-Created Jobs	6

ORDER OF PROVISIONS ANALYZED

SECTION 5 - TECHNOLOGICAL CHANGE — Page

5-01 - Technological Change, Advance Notice to Union 7
5-02 - Consultation in Relation to Technological Change 7
5-03 - Arbitration of Technological Change Disputes 7
5-04 - Technological Change: Employment Security 7
5-05 - Minimum Length of Service to Qualify for Severance Pay 7
5-06 - Accumulation of Severance Pay 8
5-07 - Maximum Amount of Severance Pay 8
5-08 - Technological Change: Notice of Permanent Layoff 8
5-09 - Options for Employees Retained 8
5-10 - Training in Relation to Technological Change 8
5-11 - Technological Change: Reopener 8
5-12 - Technological Change: Relocation Allowance 9

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

6-01 - Frequency of Deferred Wage Increases 9
6-02 - Other Wage Adjustments 9
6-03 - Severance Pay 9
6-04 - Supplementary Unemployment Benefits 9
6-05 - Minimum Length of Service to Qualify for Severance Pay 9
6-06 - Accumulation of Severance Pay 10
6-07 - Maximum Accumulation of Severance Pay 10
6-08 - COLA 10
6-09 - COLA: Frequency 10

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

7-01 - Normal Daily Work Hours - Non-Office Employees 10
7-02 - Normal Daily Work Hours - Office Employees 11
7-03 - Normal Weekly Work Days - Non Office Employees 11
7-04 - Normal Weekly Work Days - Office Employees 11
7-05 - Normal Weekly Work Hours - Non Office Employees 11
7-06 - Normal Weekly Work Hours - Office Employees 11
7-07 - Days Off per Week 12
7-08 - Reporting Pay - Work Not Commenced 12
7-09 - Reporting Pay - Work Has Commenced 12
7-10 - Paid Rest Periods 12
7-11 - Notice of Change in Hours, Days, Shifts, etc. 12
7-12 - Portal-to-Portal 12
7-13 - Paid Wash, Clean up or Clothes Changing Periods 13
7-14 - Flexible Starting/Quitting Hours 13
7-15 - Compressed Work Week 13

ORDER OF PROVISIONS ANALYZED

SECTION 8 - OVERTIME AND PREMIUM PAY — Page

8-01 - Overtime Rate after Normal Daily Work Hours 13
8-02 - Overtime Rate after Normal Weekly Work Hours 13
8-03 - Overtime Rate on Sixth Day (or first day not normally worked) 13
8-04 - Overtime Rate on Seventh Day (or second day not normally worked) 14
8-05 - Overtime Compensation 14
8-06 - Right to Refuse Overtime 14
8-07 - Distribution of Overtime 14
8-08 - Premium Rate for Regular Scheduled Work on Saturday 14
8-09 - Premium Rate for Regular Scheduled Work on Sunday 15
8-10 - Call-in (Call-back) Pay Guarantee 15
8-11 - Paid Meal Period 15
8-12 - Meal Allowance on Overtime or Call-In 15
8-13 - Rate on Travel Time on Overtime, Call-In, etc 15
8-14 - Stand-by Pay 16
8-15 - Premium Pay for Hazardous, Dirty or Underground Work 16
8-16 - Second Shift Premium 16
8-17 - Third Shift Premium 16
8-18 - Split Shift Premium 16
8-19 - Mileage Allowance for use of Private Car 17
8-20 - Isolation/Northern Allowance 17

SECTION 9 - PAID HOLIDAYS

9-01 - Number of Paid Holidays (Statutory and Floating per year) 17
9-02 - Requirements to Qualify for Paid Holiday 17
9-03 - Minimum Length of Service to Qualify for Paid Holiday 17
9-04 - Premium Rate on a Scheduled Holiday 18
9-05 - Paid Holiday Falling on Scheduled Day Off 18
9-06 - Paid Holiday Falling Within Vacation 18

SECTION 10 - PAID ANNUAL VACATION

10-01 - Vacation in First Year of Employment 18
10-02 - Maximum Annual Paid Vacation 18
10-03 - Years of Service for Three Weeks Paid Vacation 19
10-04 - Years of Service for Four Weeks Paid Vacation 19
10-05 - Years of Service for Five Weeks Paid Vacation 20
10-06 - Years of Service for Six Weeks Paid Vacation 20
10-07 - Years of Service for Seven Weeks Paid Vacation 21
10-08 - Years of Service for Eight Weeks Paid Vacation 21
10-09 - Annual Vacation Pay 22
10-10 - Vacation Carry-Over 22
10-11 - Special Extended Vacations 22

ORDER OF PROVISIONS ANALYZED

SECTION 11 - LEAVE OF ABSENCE PROVISIONS — Page

11-01 - Bereavement Leave (Immediate Family) 22
11-02 - Leave for Court or Jury Duty 22
11-03 - Leave for Union Business (Other than handling of grievances) 22
11-04 - Paid Leave: Marriage 23
11-05 - Eligibility for Maternity Leave 23
11-06 - Maternity Leave: Maximum Duration (Basic Leave) 23
11-07 - Maternity Leave with Pay 23
11-08 - Seniority During Maternity Leave 23
11-09 - Paid Leave: Paternity 23
11-10 - Leave - Adoption 24
11-11 - Leave: Education 24
11-12 - Sick Family Member Care Leave 24
11-13 - Maintenance of Benefits on Limited Layoffs or Leave of Absence 24
11-14 - Personal Leave of Absence (Unpaid) 24

SECTION 12 - HEALTH AND WELFARE PROVISIONS

12-01 - Type of Health and Welfare Coverage 24
12-02 - Service Requirement to Qualify for Health and Welfare 25
12-03 - Employer Contribution to Health and Welfare Fund 25
12-04 - Employer Contribution to Basic Health Plan 25
12-05 - Employer Contribution to Extended Health Plan 25
12-06 - Type of Paid Sick Leave 26
12-07 - Number of Days Paid Sick Leave Per Year 26
12-08 - Maximum Accumulation of Unused Paid Sick Leave 26
12-09 - Conversion of Unused Sick Leave 26
12-10 - Employer Contribution to Sickness Weekly Indemnity 26
12-11 - Maximum Period of Sickness Weekly Indemnity 27
12-12 - Maximum Amount of Sickness Weekly Benefit 27
12-13 - Long-Term Income Continuance Insurance Plan 27
12-14 - Employer Contribution to Life Insurance Plan 27
12-15 - Amount of Life Insurance Benefits 27
12-16 - Employer Contribution to Accidental Death and Dismemberment Insurance 28
12-17 - Maximum Amount of Accidental Death and Dismemberment Benefits 28
12-18 - Employer Contribution to Dental Plan 28
12-19 - Type of Dental Work Covered 28
12-20 - Availability of Pension Fund 28
12-21 - Administration of Pension Funds 29
12-22 - Retirement Age Practices 29

ORDER OF PROVISIONS ANALYZED

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES	Page
13-01 - Initial Presentation of Grievance to Management	29
13-02 - Length of Time to Initiate Grievance	29
13-03 - Accelerated Procedure in Disciplinary or Dismissal Cases	29
13-04 - Status Quo Ante in Discipline Cases	29
13-05 - Clearing an Employee Record in Disciplinary Cases	30
13-06 - Compensation by Employer for Grievance Work to Union Representative	30
13-07 - Arbitration	30
13-08 - Officer Appointment by Labour Relations Board under Section 96 of Labour Code	30
13-09 - Reference to Section 112 Labour Code, Share of Cost of Grievance Recommendations	30
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH	
14-01 - Occupational Safety and Health	30
14-02 - Safety Committee Functions	30
14-03 - Pay for Time Spent on Safety Committee	31
14-04 - Safety Equipment and Protective Clothing	31
14-05 - Right to Refuse Dangerous Working Conditions	31
14-06 - Video Display Terminals	31
14-07 - Alcohol and Drug Rehabilitation Program	31
SECTION 15 - MISCELLANEOUS PROVISIONS	
15-01 - Labour-Management Committee	31
15-02 - Sexual Harassment	31
15-03 - Day Care Facilities for Children of Employees	31
15-04 - Job Evaluation Plan	32
15-05 - Moving Expenses or Allowance	32
15-06 - Work Clothing and/or Uniform Allowances	32
15-07 - Tool Allowance	32

HIGHLIGHTS

1. **Union Security**:

   - The modified union shop (i.e. compulsory membership for new employees) is the most common form of union security clause covering about 55 percent of the employees in the analysis. The union shop (23.4%) and the closed shop (15.4%) are the next most prevalent forms of union membership.

   - There are some significant differences between industries. The most notable differences are in the construction industry where about 99 percent of the employees are covered by a closed shop clause and in the mining, trade finance, insurance and real estate industries where the majority of employees are covered by a union shop.

2. **Contracting Out**:

   - Union concern over the issue of contracting out was evidenced by the fact that agreements covering about 88 percent of all employees surveyed contained a clause directed at contracting out.

   - The contracting out clause is relatively more important in public administration, construction and the manufacturing industries. Although it is less prevalent in the other industries, the contracting out clause still covers approximately 80 percent of the employees.

3. **Layoff Practice**:

   - Approximately 73 percent of the employees included in the study were covered by an agreement which provided for either notice of layoff or for payment in lieu of notice.

- These industrial composite results do not reflect the substantial differences between the public and private sectors. About 96 percent of employees in the public sector were covered by an agreement containing either a notice of layoff or a pay in lieu of notice clause compared to only about 52 percent of employees in the private sector.

- In the event of layoffs, close to one half of the employees covered by the survey are retained acccording to their seniority, providing they have sufficient qualifications. Only 4 percent of the employees were governed by straight seniority provisions.

4. **Technological Change**:

- Of all the employees included in the analysis only about 42 percent were covered by contracts which provided for labour- management consultations in relation to technological change.

- Labour - management consultation with regard to technological change is most common in public administration (covering 91.8% of employees) and transportation, communication and other utilities (covering 78.6% of employees). In the construction industry only about 8 percent of the employees surveyed had labour management consultation in relation to technological change.

5. **Hours of Work**:

- For about 38 percent of non-office employees, the normal work day and the normal work week is 8 and 40 hours respectively, but 34 percent of non-office employees work the 7-1/2 hour day and the 37-1/2 hour week.

- About 54 percent of office employees work the 7 hour day and the 35 hour week but about 25 percent still work the 7-1/2 hour day and the 37-1/2 hour week.

6. **Overtime**:

- After their normal daily work hours about 41 percent of the employees covered in the analysis are receiving time and one-half for the first two hours then double time. A further about 27 percent of the employees receive time and one-half for the first three hours then double time.

- Compared to the public sector, double time after normal daily work hours is much more prevalent in the private sector. About 26 percent of employees in the private sector receive double time compared to only 5 percent of employees in the public sector.

7. **Paid Holidays (Statutory and Floating)**:

- About 76 percent of the employees received eleven paid holidays per year while about 10 percent received twelve paid holidays and a further 10 percent received fourteen days.

8. **Paid Vacation**:

- About 16 percent of employees have a minimum annual paid vacation which is greater than three weeks but most employees must have either one or two years of service to receive three weeks of paid vacation.

- Close to two thirds of employees are covered by agreements with a maximum annual paid vacation of between five and seven weeks.

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PART I: a INDUSTRIAL COMPOSITE

(181 agreements covering 213,567 employees)

INDUSTRIAL COMPOSITE

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	136	75.1	62723	29.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	29	16.0	51877	24.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	6	3.3	52197	24.4
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	4.4	43575	20.4
4 MULTI-UNION AND SINGLE EMPLOYER	2	1.1	3195	1.5
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	181	100.0	213567	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	66	36.5	9040	4.2
2 200 - 499 EMPLOYEES	60	33.1	17265	8.1
3 500 - 999 EMPLOYEES	25	13.8	15458	7.2
4 1000 - 4999 EMPLOYEES	24	13.3	58650	27.5
5 5000 - 9,999 EMPLOYEES	2	1.1	15500	7.3
6 10,000 OR MORE EMPLOYEES	4	2.2	97654	45.7
TOTAL	181	100.0	213567	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	170	93.9	197204	92.3
1 FEDERAL	11	6.1	16363	7.7
TOTAL	181	100.0	213567	100.0

FIELD 1-04 SECTOR

0 PRIVATE	119	65.7	112605	52.7
1 PUBLIC	62	34.3	100962	47.3
TOTAL	181	100.0	213567	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	16	8.8	11927	5.6
1 MORE THAN 1 YEAR, LESS THAN 2	9	5.0	2942	1.4
2 2 YEARS	70	38.7	64271	30.1
3 MORE THAN 2 YEARS, LESS THAN 3	9	5.0	42826	20.1
4 3 YEARS	67	37.0	58190	27.2
5 MORE THAN 3 YEARS	9	5.0	33021	15.5
6 OTHER	1	0.6	390	0.2
TOTAL	181	100.0	213567	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1985	15	8.3	7785	3.6
1 1ST HALF OF 1986	35	19.3	51682	24.2
2 2ND HALF OF 1986	45	24.9	52683	24.7
3 1ST HALF OF 1987	44	24.3	30604	14.3
4 2ND HALF OF 1987	15	8.3	6207	2.9
5 1ST HALF OF 1988	20	11.0	24519	11.5
6 2ND HALF OF 1988	5	2.8	39745	18.6
7 LATER THAN 1988	2	1.1	342	0.2
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	9	5.0	5157	2.4
1 OKANAGAN	9	5.0	3506	1.6
2 SOUTHERN INTERIOR	3	1.7	6993	3.3
3 LOWER COAST AND LOWER MAINLAND	75	41.4	22807	10.7
4 VANCOUVER ISLAND	22	12.2	5859	2.7
5 CENTRAL INTERIOR	13	7.2	8512	4.0
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	6	3.3	1630	0.8
8 TWO OR MORE REGIONS	41	22.7	157840	73.9
9 INTER-PROVINCIAL	3	1.7	1263	0.6
TOTAL	181	100.0	213567	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	35	19.3	52434	24.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	81	44.8	109425	51.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	39	21.5	42484	19.9
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	26	14.4	9224	4.3
4 OTHER	-	-	-	-
TOTAL	181	100.0	213567	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	61	33.7	26333	12.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	21	11.6	31194	14.6
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	45	24.9	87059	40.8
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	4	2.2	6720	3.1
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	20	11.0	24101	11.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	7	3.9	3292	1.5
6 OTHER	23	12.7	34868	16.3
TOTAL	181	100.0	213567	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	2	1.1	870	0.4
1 CLOSED SHOP	19	10.5	32892	15.4
2 UNION SHOP	104	57.5	49940	23.4
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	47	26.0	116761	54.7
4 MAINTENANCE OF MEMBERSHIP	3	1.7	864	0.4
5 RAND FORMULA	3	1.7	774	0.4
6 OTHER	3	1.7	11466	5.4
TOTAL	181	100.0	213567	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	4	2.2	4658	2.2
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	122	67.4	78915	37.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	50	27.6	127894	59.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	3	1.7	1270	0.6
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	0.6	330	0.2
6 OTHER	1	0.6	500	0.2
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	71	39.2	79772	37.4
1 CROSS PICKET LINES	67	37.0	104835	49.1
2 HOT CARGOES	4	2.2	1120	0.5
3 NON-UNION WORKERS	1	0.6	2500	1.2
4 COMBINATION OF 1, 2, AND/OR 3	34	18.8	23588	11.0
5 OTHER	4	2.2	1752	0.8
TOTAL	181	100.0	213567	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	15	8.3	47039	22.0
1 UNION HIRING HALL	6	3.3	10490	4.9
2 EMPLOYER (PLANT, BARGAINING UNIT)	97	53.6	48734	22.8
3 DEPARTMENT (BRANCH, DIVISION)	5	2.8	892	0.4
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	28	15.5	27088	12.7
6 EMPLOYER AND CRAFT	7	3.9	4740	2.2
7 COMBINATION OF THE ABOVE	12	6.6	45475	21.3
8 OTHER	11	6.1	29109	13.6
TOTAL	181	100.0	213567	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	22	12.2	34559	16.2
1 ONE CALENDAR MONTH	13	7.2	2729	1.3
2 TWO CALENDAR MONTHS	5	2.8	4515	2.1
3 THREE CALENDAR MONTHS	43	23.8	46658	21.8
4 SIX CALENDAR MONTHS	17	9.4	48932	22.9
5 THIRTY WORKING DAYS	21	11.6	42823	20.1
6 FORTY-FIVE WORKING DAYS	7	3.9	1937	0.9
7 SIXTY WORKING DAYS	5	2.8	1140	0.5
8 240 WORKING DAYS	-	-	-	-
9 OTHER	48	26.5	30274	14.2
TOTAL	181	100.0	213567	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	29	16.0	62984	29.5
1 STRAIGHT SENIORITY	6	3.3	13335	6.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	61	33.7	35649	16.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	51	28.2	26083	12.2
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	29	16.0	74198	34.7
5 OTHER	5	2.8	1318	0.6
TOTAL	181	100.0	213567	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	17	9.4	31115	14.6
1 STRAIGHT SENIORITY	28	15.5	8642	4.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	91	50.3	103691	48.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	21	11.6	15945	7.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	15	8.3	8525	4.0
5 OTHER	9	5.0	45649	21.4
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	46	25.4	57312	26.8
1 LESS THAN 24 HOURS	16	8.8	27145	12.7
2 24 HOURS TO 48 HOURS	12	6.6	6933	3.2
3 72 HOURS	2	1.1	400	0.2
4 ONE WEEK	10	5.5	2713	1.3
5 TWO WEEKS	16	8.8	6407	3.0
6 ONE MONTH	16	8.8	4505	2.1
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	32	17.7	44579	20.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	1.1	435	0.2
9 OTHER	29	16.0	63138	29.6
TOTAL	181	100.0	213567	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	24	13.3	34968	16.4
1 STRAIGHT SENIORITY	26	14.4	15032	7.0
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	100	55.2	109116	51.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	10	5.5	4820	2.3
4 SENIORITY CONSIDERED WITH OTHER FACTORS	12	6.6	5594	2.6
5 UNION HIRING HALL REFERRAL	3	1.7	4060	1.9
6 OTHER	6	3.3	39977	18.7
TOTAL	181	100.0	213567	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	42	23.2	45846	21.5
1 FAILURE TO REPORT WHEN NOTIFIED	20	11.0	7747	3.6
2 AFTER A SPECIFIED PERIOD OFF WORK	15	8.3	33697	15.8
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	104	57.5	126277	59.1
TOTAL	181	100.0	213567	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	35	19.3	40914	19.2
1 LESS THAN SIX MONTHS	3	1.7	5117	2.4
2 SIX MONTHS	14	7.7	4233	2.0
3 SEVEN TO TWELVE MONTHS	3	1.7	1310	0.6
4 TWELVE MONTHS	60	33.1	95137	44.5
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	18	9.9	11839	5.5
6 MORE THAN TWENTY-FOUR MONTHS	1	0.6	150	0.1
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	38	21.0	49572	23.2
8 NOT SPECIFIED OR INDEFINITE	6	3.3	4483	2.1
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	3	1.7	812	0.4
TOTAL	181	100.0	213567	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	110	60.8	165433	77.5
1 UP TO 1 YEAR	16	8.8	15857	7.4
2 12 - 24 MONTHS	11	6.1	3538	1.7
3 MORE THAN 24 MONTHS	9	5.0	11644	5.5
4 VARIES BY TYPE OF INCAPACITATION	3	1.7	1092	0.5
5 OTHER	32	17.7	16003	7.5
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	99	54.7	124704	58.4
1 SENIORITY LOST ON TRANSFER	6	3.3	2250	1.1
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	45	24.9	51025	23.9
3 SENIORITY RETAINED INDEFINITELY	21	11.6	30197	14.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	4	2.2	3161	1.5
5 OTHER	6	3.3	2230	1.0
TOTAL	181	100.0	213567	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	163	90.1	185599	86.9
1 FOR UNION OFFICIALS	8	4.4	11024	5.2
2 SPECIAL SKILLS, APPRENTICES	6	3.3	12634	5.9
3 COMBINATION OF ALTERNATIVES	3	1.7	810	0.4
4 OTHER	1	0.6	3500	1.6
TOTAL	181	100.0	213567	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	39	21.5	43424	20.3
1 PROVISION	142	78.5	170143	79.7
TOTAL	181	100.0	213567	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	129	71.3	145789	68.3
1 OLDER WORKERS	3	1.7	2110	1.0
2 DISABLED WORKERS	26	14.4	53730	25.2
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	23	12.7	11938	5.6
TOTAL	181	100.0	213567	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	160	88.4	173231	81.1
1 PROVISION	21	11.6	40336	18.9
TOTAL	181	100.0	213567	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	48	26.5	20911	9.8
1 APPRENTICESHIP	26	14.4	25763	12.1
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	21	11.6	4919	2.3
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	6	3.3	1762	0.8
4 1 AND 2	14	7.7	8764	4.1
5 1 AND 3	6	3.3	12490	5.8
6 2 AND 3	20	11.0	19351	9.1
7 1, 2 AND 3	16	8.8	53905	25.2
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	6	3.3	3797	1.8
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	2	1.1	237	0.1
10 OTHER	16	8.8	61668	28.9
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	143	79.0	159285	74.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	6	3.3	6657	3.1
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	0.6	9000	4.2
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	2	1.1	405	0.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	2	1.1	1395	0.7
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	8	4.4	4402	2.1
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	3	1.7	490	0.2
7 NOT SPECIFIED	16	8.8	31933	15.0
TOTAL	181	100.0	213567	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	161	89.0	208097	97.4
1 REDUCTION IN NORMAL HOURS OF WORK	7	3.9	2510	1.2
2 CHANGE IN TYPE OF WORK	2	1.1	672	0.3
3 COMBINATION OF 1 AND 2	1	0.6	170	0.1
4 OTHER	10	5.5	2118	1.0
TOTAL	181	100.0	213567	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	55	30.4	65999	30.9
1 REGULAR RATE OF EMPLOYEE	2	1.1	650	0.3
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	105	58.0	126807	59.4
3 RATE OF TEMPORARY JOB	5	2.8	6265	2.9
4 OTHER	14	7.7	13846	6.5
TOTAL	181	100.0	213567	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	146	80.7	198896	93.1
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	13	7.2	6421	3.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	7	3.9	2155	1.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	1.1	325	0.2
5 OTHER	13	7.2	5770	2.7
TOTAL	181	100.0	213567	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	141	77.9	196681	92.1
1 PROHIBITED	10	5.5	6545	3.1
2 PERMITTED - WITH RESTRICTIONS	23	12.7	8730	4.1
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	7	3.9	1611	0.8
TOTAL	181	100.0	213567	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	79	43.6	55817	26.1
1 UNION-MANAGEMENT CONSULTATION ONLY	23	12.7	19598	9.2
2 ARBITRATION IF CONSULTATION FAILS	70	38.7	112119	52.5
3 OTHER	9	5.0	26033	12.2
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	53	29.3	70991	33.2
1 LESS THAN THREE MONTHS	32	17.7	62839	29.4
2 THREE MONTHS	46	25.4	15472	7.2
3 SIX MONTHS	20	11.0	39854	18.7
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	18	9.9	13226	6.2
6 OTHER	12	6.6	11185	5.2
TOTAL	181	100.0	213567	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	89	49.2	123736	57.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	28	15.5	58903	27.6
2 CONSULTATION - DETAILS UNSPECIFIED	60	33.1	24775	11.6
3 OTHER	4	2.2	6153	2.9
TOTAL	181	100.0	213567	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	121	66.9	152903	71.6
1 PROVISION	60	33.1	60664	28.4
TOTAL	181	100.0	213567	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	57	31.5	46653	21.8
1 STRAIGHT LAYOFF	6	3.3	3075	1.4
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	73	40.3	90393	42.3
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	0.6	467	0.2
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	10	5.5	5880	2.8
5 COMBINATION	21	11.6	47557	22.3
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	7	3.9	1950	0.9
7 OTHER	6	3.3	17592	8.2
TOTAL	181	100.0	213567	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	100	55.2	108984	51.0
1 LESS THAN ONE YEAR	10	5.5	3625	1.7
2 ONE YEAR	50	27.6	89030	41.7
3 TWO YEARS	6	3.3	1770	0.8
4 THREE YEARS	4	2.2	855	0.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	7	3.9	3773	1.8
7 TEN YEARS	4	2.2	5530	2.6
8 OTHER	-	-	-	-
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	80	44.2	96369	45.1
1 ONE WEEK'S PAY PER YEAR OF SERVICE	47	26.0	54511	25.5
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	10	5.5	3613	1.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	24	13.3	52016	24.4
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	6	3.3	2371	1.1
5 OTHER	14	7.7	4687	2.2
TOTAL	181	100.0	213567	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	107	59.1	110709	51.8
1 LESS THAN 20 WEEKS' PAY	21	11.6	7278	3.4
2 20 - 25 WEEKS' PAY	11	6.1	6752	3.2
3 26 - 29 WEEKS' PAY	16	8.8	45351	21.2
4 30 - 51 WEEKS' PAY	14	7.7	39012	18.3
5 52 WEEK'S PAY OR MORE	3	1.7	888	0.4
6 NO MAXIMUM	5	2.8	1490	0.7
7 OTHER	4	2.2	2087	1.0
TOTAL	181	100.0	213567	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	141	77.9	116765	54.7
1 LESS THAN THREE MONTHS	15	8.3	5367	2.5
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	6	3.3	2668	1.2
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	3	1.7	573	0.3
4 MENTIONED, NOT SPECIFIED	2	1.1	722	0.3
5 BY LENGTH OF SERVICE	9	5.0	34923	16.4
6 OTHER	5	2.8	52549	24.6
TOTAL	181	100.0	213567	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	65	35.9	63334	29.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	60	33.1	58059	27.2
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	11	6.1	31162	14.6
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	1	0.6	193	0.1
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	37	20.4	55410	25.9
6 OTHER	7	3.9	5409	2.5
TOTAL	181	100.0	213567	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	78	43.1	69228	32.4
1 COMPANY PROGRAM	40	22.1	70890	33.2
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	12	6.6	50253	23.5
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	48	26.5	20186	9.5
5 OTHER	3	1.7	3010	1.4
TOTAL	181	100.0	213567	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	176	97.2	173693	81.3
1 PROVISION	5	2.8	39874	18.7
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	172	95.0	153260	71.8
1 EMPLOYER PAYS FULL COST	6	3.3	48257	22.6
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	3	1.7	12050	5.6
TOTAL	181	100.0	213567	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	32	17.7	25592	12.0
1 WAGE ADJUSTMENT EVERY SIX MONTHS	9	5.0	4984	2.3
2 WAGE ADJUSTMENT YEARLY	81	44.8	81053	38.0
3 IRREGULARLY SCHEDULED WAGE INCREASES	44	24.3	96267	45.1
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	4	2.2	1413	0.7
5 OTHER	11	6.1	4258	2.0
TOTAL	181	100.0	213567	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	166	91.7	206465	96.7
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	2	1.1	500	0.2
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	4	2.2	1770	0.8
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	9	5.0	4832	2.3
TOTAL	181	100.0	213567	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	83	45.9	92145	43.1
1 SEVERANCE PAY PLAN	92	50.8	116157	54.4
2 LAYOFF BENEFITS PLAN	2	1.1	1650	0.8
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	2	1.1	212	0.1
4 PLAN EXISTS: NO DETAILS	1	0.6	140	0.1
5 OTHER	1	0.6	3263	1.5
TOTAL	181	100.0	213567	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	177	97.8	209305	98.0
1 PROVISION	4	2.2	4262	2.0
TOTAL	181	100.0	213567	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	106	58.6	109581	51.3
1 LESS THAN ONE YEAR	12	6.6	5335	2.5
2 ONE YEAR	40	22.1	62857	29.4
3 TWO YEARS	6	3.3	1869	0.9
4 THREE YEARS	3	1.7	560	0.3
5 FIVE YEARS	4	2.2	1582	0.7
6 TEN YEARS	6	3.3	30524	14.3
7 OTHER	4	2.2	1259	0.6
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	85	47.0	95698	44.8
1 ONE DAY'S PAY PER YEAR OF SERVICE	3	1.7	950	0.4
2 ONE WEEK'S PAY PER YEAR OF SERVICE	27	14.9	20778	9.7
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	9	5.0	3031	1.4
4 VARIES ACCORDING TO LENGTH OF SERVICE	47	26.0	89329	41.8
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	10	5.5	3781	1.8
TOTAL	181	100.0	213567	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	109	60.2	115252	54.0
1 LESS THAN 20 WEEKS' PAY	20	11.0	8872	4.2
2 20 WEEKS' PAY	7	3.9	29339	13.7
3 21 - 25 WEEKS' PAY	5	2.8	1437	0.7
4 26 - 29 WEEKS' PAY	16	8.8	50947	23.9
5 30 - 52 WEEKS' PAY	9	5.0	2203	1.0
6 NO MAXIMUM	9	5.0	2642	1.2
7 OTHER	6	3.3	2875	1.3
TOTAL	181	100.0	213567	100.0
FIELD 6-08 COLA				
0 NO PROVISION	145	80.1	147998	69.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	34	18.8	26497	12.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	2	1.1	39072	18.3
TOTAL	181	100.0	213567	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	145	80.1	147998	69.3
1 AUTOMATIC MONTHLY ADJUSTMENT	6	3.3	1267	0.6
2 AUTOMATIC QUARTERLY ADJUSTMENT	10	5.5	8049	3.8
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	0.6	1300	0.6
4 AUTOMATIC ANNUAL ADJUSTMENT	4	2.2	1967	0.9
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	9	5.0	12940	6.1
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	3	1.7	949	0.4
9 OTHER	3	1.7	39097	18.3
TOTAL	181	100.0	213567	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			1914	1.1
1 LESS THAN SEVEN HOURS			445	0.3
2 SEVEN HOURS			31370	18.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			59060	34.0
5 7 3/4 HOURS			912	0.5
6 EIGHT HOURS			66098	38.1
7 MORE THAN EIGHT HOURS			442	0.3
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			13236	7.6
TOTAL			173482	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	0.8
1 LESS THAN SEVEN HOURS			270	0.7
2 SEVEN HOURS			21760	54.3
3 7 1/4 HOURS			1300	3.2
4 7 1/2 HOURS			9929	24.8
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2648	6.6
7 MORE THAN EIGHT HOURS			20	0.0
8 FLEXIBLE WORK HOURS			145	0.4
9 OTHER			3703	9.2
TOTAL			40085	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			1900	1.1
1 THREE DAYS			-	-
2 FOUR DAYS			2680	1.5
3 FIVE DAYS			129662	74.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			27606	15.9
7 OTHER			11629	6.7
TOTAL			173482	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			36222	90.4
4 VARIES BY SEASON, LOCATION, ETC.			38	0.1
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			100	0.2
7 OTHER			3725	9.3
TOTAL			40085	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			1900	1.1
1 LESS THAN 35 HOURS			545	0.3
2 35 HOURS			32264	18.6
3 37 1/2 HOURS			59180	34.1
4 40 HOURS			64546	37.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			15042	8.7
TOTAL			173482	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	0.8
1 LESS THAN 35 HOURS			270	0.7
2 35 HOURS			22755	56.8
3 37 1/2 HOURS			10005	25.0
4 40 HOURS			2644	6.6
5 MORE THAN 40 HOURS			-	-
6 OTHER			4101	10.2
TOTAL			40085	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	10	5.5	4210	2.0
1 TWO DAYS (CONSECUTIVE)	142	78.5	167530	78.4
2 TWO DAYS (NOT CONSECUTIVE)	1	0.6	178	0.1
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	7	3.9	32072	15.0
7 OTHER	21	11.6	9577	4.5
TOTAL	181	100.0	213567	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	118	65.2	135624	63.5
1 THREE HOURS' PAY	6	3.3	4783	2.2
2 FOUR HOURS' PAY	35	19.3	55603	26.0
3 FULL SHIFT'S PAY	14	7.7	11217	5.3
4 OTHER	8	4.4	6340	3.0
TOTAL	181	100.0	213567	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	156	86.2	200884	94.1
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	0.6	375	0.2
2 FULL SHIFT'S PAY	18	9.9	10707	5.0
3 OTHER	6	3.3	1601	0.7
TOTAL	181	100.0	213567	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	34	18.8	24483	11.5
1 TWO FOR A TOTAL OF 20 MINUTES	53	29.3	70447	33.0
2 TWO FOR A TOTAL OF 30 MINUTES	74	40.9	106144	49.7
3 TWO FOR A TOTAL OF 40 MINUTES	2	1.1	600	0.3
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	5	2.8	3765	1.8
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	5	2.8	3893	1.8
6 OTHER	8	4.4	4235	2.0
TOTAL	181	100.0	213567	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	90	49.7	96790	45.3
1 LESS THAN ONE DAY (24 HOURS)	13	7.2	8710	4.1
2 ONE DAY (24 HOURS)	23	12.7	6677	3.1
3 MORE THAN ONE DAY LESS THAN THREE	25	13.8	50657	23.7
4 THREE DAYS TO LESS THAN SEVEN	7	3.9	4334	2.0
5 SEVEN TO FOURTEEN DAYS	8	4.4	33489	15.7
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	4	2.2	5495	2.6
8 OTHER	11	6.1	7415	3.5
TOTAL	181	100.0	213567	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	168	92.8	180800	84.7
1 PROVISION	13	7.2	32767	15.3
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	150	82.9	151576	71.0
1 PROVISION	31	17.1	61991	29.0
TOTAL	181	100.0	213567	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	165	91.2	157411	73.7
1 PROVISION	16	8.8	56156	26.3
TOTAL	181	100.0	213567	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	147	81.2	152786	71.5
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	2.8	1063	0.5
3 ALTERNATING 4, 5, IN PROGRESS	4	2.2	3635	1.7
4 TO COMMENCE DURING TERM OF AGREEMENT	1	0.6	450	0.2
5 UNDER STUDY	2	1.1	1473	0.7
6 OTHER	22	12.2	54160	25.4
TOTAL	181	100.0	213567	100.0
SECTION 8 - OVERTIME AND PREMIUM PAY				
FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	16	8.8	4868	2.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	5	2.8	4416	2.1
2 1 1/2 X FOR TWO HOURS, THEN 2 X	56	30.9	87719	41.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	35	19.3	57035	26.7
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	10	5.5	2700	1.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	0.6	100	0.0
6 2 X	47	26.0	35007	16.4
7 OTHER	11	6.1	21722	10.2
TOTAL	181	100.0	213567	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	34	18.8	47053	22.0
1 1 1/2 X FOR ONE HOUR, THEN 2 X	6	3.3	4623	2.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	32	17.7	51864	24.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	12	6.6	4801	2.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	11	6.1	2830	1.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	6	3.3	1454	0.7
6 2 X	55	30.4	37305	17.5
7 OTHER	25	13.8	63637	29.8
TOTAL	181	100.0	213567	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	20	11.0	7755	3.6
1 1 1/2 X	35	19.3	44359	20.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.1	544	0.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	9	5.0	2762	1.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	4	2.2	8994	4.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	10	5.5	2439	1.1
6 2 X	86	47.5	129707	60.7
7 OTHER	15	8.3	17007	8.0
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	23	12.7	8412	3.9
1 1 1/2 X	10	5.5	4546	2.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	3	1.7	786	0.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.6	400	0.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	1.7	646	0.3
5 2 X	127	70.2	182809	85.6
6 3 X	2	1.1	1967	0.9
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	12	6.6	14001	6.6
TOTAL	181	100.0	213567	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	15	8.3	31348	14.7
1 PAY ONLY	84	46.4	68818	32.2
2 FULL COMPENSATORY TIME OFF	1	0.6	205	0.1
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	78	43.1	112558	52.7
4 OTHER	3	1.7	638	0.3
TOTAL	181	100.0	213567	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	94	51.9	100909	47.2
1 RIGHT TO REFUSE	72	39.8	79069	37.0
2 NO RIGHT TO REFUSE	2	1.1	472	0.2
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	10	5.5	32355	15.1
4 OTHER	3	1.7	762	0.4
TOTAL	181	100.0	213567	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	95	52.5	125865	58.9
1 BASED ON SENIORITY	33	18.2	13298	6.2
2 SHARED AMONG ALL EMPLOYEES	49	27.1	71606	33.5
3 OTHER	4	2.2	2798	1.3
TOTAL	181	100.0	213567	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	125	69.1	138190	64.7
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	15	8.3	33663	15.8
2 1 1/2 X	6	3.3	10332	4.8
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.6	150	0.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	0.6	500	0.2
5 2 X	5	2.8	16413	7.7
6 FLAT AMOUNT PER HOUR OR DAY	17	9.4	7536	3.5
7 PERCENTAGE OF REGULAR RATE	4	2.2	1450	0.7
8 OTHER	7	3.9	5333	2.5
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	118	65.2	131116	61.4
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	5	2.8	1205	0.6
2 1 1/2 X	11	6.1	47247	22.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.6	150	0.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	15	8.3	19312	9.0
6 FLAT AMOUNT PER HOUR OR PER DAY	16	8.8	6962	3.3
7 PERCENTAGE OF REGULAR RATE	8	4.4	2232	1.0
8 OTHER	7	3.9	5343	2.5
TOTAL	181	100.0	213567	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	33	18.2	42460	19.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	7	3.9	6039	2.8
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	5	2.8	4770	2.2
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	27	14.9	21452	10.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	4	2.2	1541	0.7
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	23	12.7	34006	15.9
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	17	9.4	61638	28.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	26	14.4	12916	6.0
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	0.6	106	0.0
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	1.1	250	0.1
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	1.7	690	0.3
12 OTHER	33	18.2	27699	13.0
TOTAL	181	100.0	213567	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	78	43.1	55552	26.0
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	73	40.3	138984	65.1
2 ON DESIGNATED SHIFTS	14	7.7	6256	2.9
3 1 AND 2	9	5.0	5869	2.8
4 OTHER	7	3.9	6886	3.2
TOTAL	181	100.0	213567	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	71	39.2	32456	15.2
1 LESS THAN $4.00	2	1.1	438	0.2
2 $4.00 TO $4.99	3	1.7	1765	0.8
3 $5.00 TO $5.99	13	7.2	8155	3.8
4 $6.00 TO $6.99	8	4.4	4311	2.0
5 $7.00 AND MORE	26	14.4	73273	34.3
6 MEAL PROVIDED	31	17.1	69192	32.4
7 OTHER	27	14.9	23977	11.2
TOTAL	181	100.0	213567	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	149	82.3	142145	66.6
1 1 1/2 X	4	2.2	12378	5.8
2 1 1/2 X FOLLOWED BY A HIGHER RATE	6	3.3	43100	20.2
3 2 X	4	2.2	640	0.3
4 FLAT AMOUNT	4	2.2	1525	0.7
5 OTHER	14	7.7	13779	6.5
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	125	69.1	74650	35.0
1 PROVISION	56	30.9	138917	65.0
TOTAL	181	100.0	213567	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	123	68.0	100566	47.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	8	4.4	2512	1.2
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	34	18.8	14881	7.0
3 PERCENTAGE OF REGULAR RATE	3	1.7	6837	3.2
4 REDUCED SHIFT	-	-	-	-
5 OTHER	13	7.2	88771	41.6
TOTAL	181	100.0	213567	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	39	21.5	12217	5.7
1 LESS THAN 20 CENTS PER HOUR	3	1.7	1102	0.5
2 20 - 29 CENTS PER HOUR	14	7.7	2768	1.3
3 30 - 49 CENTS PER HOUR	42	23.2	52276	24.5
4 50 - 75 CENTS PER HOUR	22	12.2	81261	38.0
5 MORE THAN 75 CENTS PER HOUR	10	5.5	6254	2.9
6 1/2 HOUR'S PAY PER SHIFT	5	2.8	1054	0.5
7 1 HOUR'S PAY PER SHIFT	12	6.6	27230	12.8
8 PERCENTAGE OF HOURLY WAGE RATE	14	7.7	10766	5.0
9 FLAT AMOUNT PER SHIFT	4	2.2	11762	5.5
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	16	8.8	6877	3.2
TOTAL	181	100.0	213567	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	44	24.3	25573	12.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	7	3.9	1566	0.7
3 30 - 49 CENTS PER HOUR	24	13.3	41064	19.2
4 50 - 74 CENTS PER HOUR	35	19.3	83544	39.1
5 75 - $1.00 PER HOUR	11	6.1	12136	5.7
6 MORE THAN $1.00 PER HOUR	10	5.5	3923	1.8
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	5	2.8	1181	0.6
9 TWO HOUR'S PAY PER SHIFT	10	5.5	18287	8.6
10 PERCENTAGE OF HOURLY WAGE RATE	16	8.8	11074	5.2
11 FLAT AMOUNT PER SHIFT	4	2.2	11762	5.5
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	0.6	123	0.1
13 OTHER	14	7.7	3334	1.6
TOTAL	181	100.0	213567	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	144	79.6	170912	80.0
1 LESS THAN 20 CENTS	2	1.1	286	0.1
2 20 - 29 CENTS PER HOUR	2	1.1	307	0.1
3 30 - 49 CENTS PER HOUR	2	1.1	1054	0.5
4 50 - 75 CENTS PER HOUR	2	1.1	660	0.3
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	1	0.6	100	0.0
7 FLAT AMOUNT PER SHIFT	1	0.6	253	0.1
8 SPLIT SHIFT PROHIBITED	10	5.5	7728	3.6
9 OTHER	17	9.4	32267	15.1
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	117	64.6	91194	42.7
1 PROVISION	64	35.4	122373	57.3
TOTAL	181	100.0	213567	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	166	91.7	154357	72.3
1 PROVISION	15	8.3	59210	27.7
TOTAL	181	100.0	213567	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	0.6	1000	0.5
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	3	1.7	1532	0.7
3 TEN DAYS	18	9.9	5436	2.5
4 ELEVEN DAYS	115	63.5	162473	76.1
5 TWELVE DAYS	27	14.9	20261	9.5
6 THIRTEEN DAYS	8	4.4	1640	0.8
7 FOURTEEN DAYS	8	4.4	20475	9.6
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	0.6	750	0.4
TOTAL	181	100.0	213567	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	69	38.1	117687	55.1
1 MINIMUM LENGTH OF SERVICE	26	14.4	21978	10.3
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	0.6	500	0.2
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	22	12.2	14464	6.8
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	5	2.8	5020	2.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	49	27.1	50386	23.6
7 OTHER	9	5.0	3532	1.7
TOTAL	181	100.0	213567	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	93	51.4	136285	63.8
1 LESS THAN ONE MONTH	16	8.8	9263	4.3
2 ONE MONTH	42	23.2	52846	24.7
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	3	1.7	597	0.3
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	16	8.8	8138	3.8
6 OTHER	11	6.1	6438	3.0
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	15	8.3	4673	2.2
1 ANOTHER DAY OFF	4	2.2	4963	2.3
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	35	19.3	56697	26.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	104	57.5	106379	49.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	1	0.6	260	0.1
5 OTHER	22	12.2	40595	19.0
TOTAL	181	100.0	213567	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	30	16.6	20143	9.4
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	116	64.1	179450	84.0
2 AN EXTRA DAY'S PAY	12	6.6	2388	1.1
3 1 OR 2	19	10.5	6534	3.1
4 OTHER	4	2.2	5052	2.4
TOTAL	181	100.0	213567	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	68	37.6	85418	40.0
1 ANOTHER PAID DAY OFF	85	47.0	100617	47.1
2 ANOTHER DAY'S PAY	12	6.6	9416	4.4
3 1 OR 2	16	8.8	18116	8.5
4 NOT GRANTED	-	-	-	-
TOTAL	181	100.0	213567	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	58	32.0	78083	36.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	9	5.0	3400	1.6
2 ONE WEEK AFTER 6 MONTHS	5	2.8	4084	1.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	80	44.2	104335	48.9
4 OTHER	29	16.0	23665	11.1
TOTAL	181	100.0	213567	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	7	3.9	12625	5.9
1 TWO WEEKS	1	0.6	520	0.2
2 THREE WEEKS	11	6.1	19893	9.3
3 FOUR WEEKS	9	5.0	6094	2.9
4 FIVE WEEKS	28	15.5	45040	21.1
5 SIX WEEKS	83	45.9	45516	21.3
6 SEVEN WEEKS	28	15.5	48758	22.8
7 EIGHT WEEKS	2	1.1	660	0.3
8 OTHER	12	6.6	34461	16.1
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	6	3.3	8185	3.8
1 MINIMUM GREATER THAN THREE WEEKS	7	3.9	33202	15.5
2 ONE YEAR OF SERVICE	66	36.5	53489	25.0
3 TWO YEARS	37	20.4	97724	45.8
4 THREE YEARS	41	22.7	13210	6.2
5 FOUR YEARS	14	7.7	3474	1.6
6 FIVE YEARS	8	4.4	3033	1.4
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	2	1.1	1250	0.6
9 OTHER	-	-	-	-
TOTAL	181	100.0	213567	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	23	12.7	37637	17.6
1 ONE YEAR OF SERVICE	5	2.8	32635	15.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	2	1.1	212	0.1
4 FOUR YEARS	5	2.8	1994	0.9
5 FIVE YEARS	12	6.6	3521	1.6
6 SIX YEARS	11	6.1	3477	1.6
7 SEVEN YEARS	37	20.4	45644	21.4
8 EIGHT YEARS	34	18.8	57638	27.0
9 NINE YEARS	20	11.0	4383	2.1
10 TEN YEARS	25	13.8	24664	11.5
11 ELEVEN YEARS	2	1.1	709	0.3
12 TWELVE YEARS	2	1.1	513	0.2
13 THIRTEEN YEARS	2	1.1	420	0.2
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	0.6	120	0.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	32	17.7	42262	19.8
1 ONE YEAR OF SERVICE	1	0.6	445	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	0.6	100	0.0
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	1.1	2214	1.0
8 EIGHT YEARS	1	0.6	505	0.2
9 NINE YEARS	3	1.7	28591	13.4
10 TEN YEARS	10	5.5	5514	2.6
11 ELEVEN YEARS	5	2.8	1579	0.7
12 TWELVE YEARS	10	5.5	43631	20.4
13 THIRTEEN YEARS	8	4.4	2574	1.2
14 FOURTEEN YEARS	13	7.2	2717	1.3
15 FIFTEEN YEARS	43	23.8	46887	22.0
16 SIXTEEN YEARS	7	3.9	1489	0.7
17 SEVENTEEN YEARS	13	7.2	4829	2.3
18 EIGHTEEN YEARS	15	8.3	13374	6.3
19 NINETEEN YEARS	1	0.6	375	0.2
20 TWENTY YEARS	15	8.3	16181	7.6
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	0.6	300	0.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	181	100.0	213567	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	65	35.9	50381	23.6
1 ONE YEAR OF SERVICE	1	0.6	445	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	1	0.6	505	0.2
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	0.6	914	0.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	1.1	28481	13.3
15 FIFTEEN YEARS	3	1.7	4365	2.0
16 SIXTEEN YEARS	1	0.6	194	0.1
17 SEVENTEEN YEARS	3	1.7	604	0.3
18 EIGHTEEN YEARS	13	7.2	4478	2.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	24	13.3	48355	22.6
21 TWENTY-ONE YEARS	6	3.3	1030	0.5
22 TWENTY-TWO YEARS	9	5.0	2476	1.2
23 TWENTY-THREE YEARS	8	4.4	2502	1.2
24 TWENTY-FOUR YEARS	16	8.8	38002	17.8
25 TWENTY-FIVE YEARS	14	7.7	15524	7.3
26 TWENTY-SIX YEARS	2	1.1	902	0.4
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	4	2.2	4553	2.1
29 TWENTY-NINE YEARS	1	0.6	2677	1.3
30 THIRTY YEARS	7	3.9	7179	3.4
TOTAL	181	100.0	213567	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	149	82.3	135415	63.4
1	ONE YEAR OF SERVICE	1	0.6	445	0.2
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	2	1.1	28481	13.3
20	TWENTY YEARS	2	1.1	4095	1.9
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	6	3.3	1647	0.8
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	5	2.8	2302	1.1
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	2	1.1	655	0.3
30	THIRTY YEARS	11	6.1	37463	17.5
31	THIRTY-ONE YEARS	176	97.2	183791	86.1
32	THIRTY-TWO YEARS	1	0.6	445	0.2
33	THIRTY-THREE YEARS	2	1.1	653	0.3
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	2	1.1	2811	1.3
	TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	176	97.2	183791	86.1
1 ONE YEAR OF SERVICE	1	0.6	445	0.2
2 TWO YEARS	2	1.1	653	0.3
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	2	1.1	2811	1.3
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	1.1	28481	13.3
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	7	3.9	3527	1.7
32 THIRTY-TWO YEARS	53	29.3	106349	49.8
33 THIRTY-THREE YEARS	67	37.0	47283	22.1
34 THIRTY-FOUR YEARS	50	27.6	55200	25.8
35 THIRTY-FIVE YEARS	4	2.2	1208	0.6
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	1	0.6	450	0.2
TOTAL	181	100.0	213567	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	7	3.9	3527	1.7
1 REGULAR PAY	53	29.3	106349	49.8
2 PERCENTAGE OF YEARLY GROSS EARNINGS	67	37.0	47283	22.1
3 1 OR 2, WHICHEVER IS GREATER	50	27.6	55200	25.8
4 OTHER	4	2.2	1208	0.6
TOTAL	181	100.0	213567	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	96	53.0	97200	45.5
1 WITH LIMITATIONS	60	33.1	86365	40.4
2 WITHOUT LIMITATIONS	2	1.1	323	0.2
3 NOT ALLOWED	19	10.5	29038	13.6
4 OTHER	4	2.2	641	0.3
TOTAL	181	100.0	213567	100.0

	INDUSTRIAL COMPOSITE			
	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	145	80.1	169844	79.5
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	0.6	350	0.2
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	25	13.8	40258	18.9
3 OTHER	10	5.5	3115	1.5
TOTAL	181	100.0	213567	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	13	7.2	14016	6.6
1 ONE DAY	5	2.8	10056	4.7
2 TWO DAYS	3	1.7	642	0.3
3 THREE DAYS	101	55.8	73026	34.2
4 FOUR DAYS	3	1.7	876	0.4
5 FIVE DAYS	14	7.7	7358	3.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	34	18.8	92547	43.3
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	4	2.2	12142	5.7
8 OTHER	4	2.2	2904	1.4
TOTAL	181	100.0	213567	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	24	13.3	34145	16.0
1 PROVISION FOR FULL REGULAR PAY	152	84.0	177817	83.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	5	2.8	1605	0.8
TOTAL	181	100.0	213567	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	30	16.6	39640	18.6
1 PAID LEAVE	11	6.1	8904	4.2
2 UNPAID LEAVE	76	42.0	99807	46.7
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	57	31.5	60793	28.5
4 OTHER	7	3.9	4423	2.1
TOTAL	181	100.0	213567	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	163	90.1	123828	58.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.6	11000	5.2
2 ONE DAY	1	0.6	100	0.0
3 TWO DAYS	-	-	-	-
4 THREE DAYS	11	6.1	47197	22.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	4	2.2	30992	14.5
7 OTHER	1	0.6	450	0.2
TOTAL	181	100.0	213567	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	162	89.5	162269	76.0
1 ONE MONTHS' SERVICE	1	0.6	150	0.1
2 TWO TO SIX MONTHS' SERVICE	11	6.1	7141	3.3
3 MORE THAN SIX MONTHS	3	1.7	3558	1.7
4 OTHER	4	2.2	40449	18.9
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	69	38.1	72517	34.0
1 17 WEEKS	6	3.3	2271	1.1
2 18 WEEKS	43	23.8	22068	10.3
3 19 - 25 WEEKS	9	5.0	6186	2.9
4 26 WEEKS	23	12.7	39905	18.7
5 27 - 52 WEEKS	12	6.6	2624	1.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	0.6	38822	18.2
7 NOT SPECIFIED, CANNOT DETERMINE	10	5.5	15279	7.2
8 OTHER	8	4.4	13895	6.5
TOTAL	181	100.0	213567	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	177	97.8	210711	98.7
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	0.6	145	0.1
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	3	1.7	2711	1.3
TOTAL	181	100.0	213567	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	92	50.8	126616	59.3
1 SENIORITY RETAINED	37	20.4	63035	29.5
2 SENIORITY ACCUMULATED	23	12.7	10981	5.1
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	23	12.7	9913	4.6
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	3	1.7	1865	0.9
5 OTHER	3	1.7	1157	0.5
TOTAL	181	100.0	213567	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	143	79.0	127300	59.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	17	9.4	77158	36.1
3 TWO DAYS	3	1.7	951	0.4
4 THREE DAYS	4	2.2	1255	0.6
5 FOUR DAYS	3	1.7	495	0.2
6 FIVE DAYS	-	-	-	-
7 OTHER	11	6.1	6408	3.0
TOTAL	181	100.0	213567	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	133	73.5	121531	56.9
1 PAID LEAVE	3	1.7	562	0.3
2 UNPAID LEAVE	41	22.7	90275	42.3
3 OTHER	4	2.2	1199	0.6
TOTAL	181	100.0	213567	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	115	63.5	75013	35.1
1 LEAVE WITH FULL PAY	13	7.2	7245	3.4
2 LEAVE WITH PARTIAL PAY	2	1.1	755	0.4
3 LEAVE WITHOUT PAY	25	13.8	45083	21.1
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	6	3.3	1111	0.5
5 OTHER	20	11.0	84360	39.5
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	141	77.9	117332	54.9
1 ONE DAY	2	1.1	211	0.1
2 TWO DAYS	1	0.6	23732	11.1
3 THREE DAYS	2	1.1	600	0.3
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	0.6	11000	5.2
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	14	7.7	3081	1.4
7 OTHER	20	11.0	57611	27.0
TOTAL	181	100.0	213567	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	93	51.4	83268	39.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	14	7.7	9924	4.6
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	22	12.2	72715	34.0
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	13	7.2	3022	1.4
4 MENTIONED BUT NOT SPECIFIED	4	2.2	957	0.4
5 OTHER	35	19.3	43681	20.5
TOTAL	181	100.0	213567	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	38	21.0	36823	17.2
1 PROVISION	143	79.0	176744	82.8
TOTAL	181	100.0	213567	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	7	3.9	2716	1.3
1 HEALTH AND WELFARE FUND	32	17.7	42456	19.9
2 SERIES OF PLANS	139	76.8	167682	78.5
3 OTHER	3	1.7	713	0.3
TOTAL	181	100.0	213567	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	75	41.4	50330	23.6
1 IMMEDIATELY ON BEING EMPLOYED	8	4.4	8063	3.8
2 ONE MONTH	12	6.6	3581	1.7
3 THREE MONTHS	14	7.7	26799	12.5
4 SIX MONTHS	4	2.2	2266	1.1
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	53	29.3	101269	47.4
7 OTHER	15	8.3	21259	10.0
TOTAL	181	100.0	213567	100.0

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03	**EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND**				
0	NO HEALTH AND WELFARE FUND	147	81.2	175568	82.2
1	LESS THAN 20 CENTS PER HOUR	1	0.6	520	0.2
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	2	1.1	890	0.4
5	50 - 74 CENTS PER HOUR	3	1.7	904	0.4
6	75 CENTS - $1.00 PER HOUR	7	3.9	14375	6.7
7	MORE THAN $1.00 PER HOUR	8	4.4	18412	8.6
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	8	4.4	2033	1.0
9	OTHER	5	2.8	865	0.4
	TOTAL	181	100.0	213567	100.0
FIELD 12-04	**EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN**				
0	PLAN NOT MENTIONED IN AGREEMENT	12	6.6	4420	2.1
1	100% OF PREMIUM	98	54.1	147974	69.3
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	1.7	355	0.2
3	75% OF PREMIUM	10	5.5	16467	7.7
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	8.8	4227	2.0
5	50% OF PREMIUM	15	8.3	5144	2.4
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	1	0.6	106	0.0
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	2.8	845	0.4
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	11.0	33909	15.9
10	OTHER	1	0.6	120	0.1
	TOTAL	181	100.0	213567	100.0
FIELD 12-05	**EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN**				
0	PLAN NOT MENTIONED IN AGREEMENT	31	17.1	14976	7.0
1	100% OF PREMIUM	94	51.9	145840	68.3
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	1.7	365	0.2
3	75% OF PREMIUM	7	3.9	14631	6.9
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	13	7.2	3787	1.8
5	50% OF PREMIUM	9	5.0	2649	1.2
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	1.7	510	0.2
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	11.6	30809	14.4
10	OTHER	-	-	-	-
	TOTAL	181	100.0	213567	100.0
FIELD 12-06	**TYPE OF PAID SICK LEAVE**				
0	PLAN NOT MENTIONED IN AGREEMENT	40	22.1	40541	19.0
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	47	26.0	38715	18.1
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	3	1.7	7931	3.7
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	42	23.2	103082	48.3
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	43	23.8	19241	9.0
7	OTHER	6	3.3	4057	1.9
	TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	80	44.2	142691	66.8
1 ONE TO SIX DAYS	28	15.5	12937	6.1
2 SEVEN TO TWELVE DAYS	17	9.4	5339	2.5
3 THIRTEEN TO FIFTEEN DAYS	11	6.1	5804	2.7
4 SIXTEEN TO EIGHTEEN DAYS	29	16.0	35991	16.9
5 NINETEEN OR MORE DAYS	4	2.2	792	0.4
6 VARIES WITH LENGTH OF SERVICE	7	3.9	7481	3.5
7 OTHER	5	2.8	2532	1.2
TOTAL	181	100.0	213567	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	106	58.6	160510	75.2
1 30 DAYS OR LESS	17	9.4	5022	2.4
2 31 TO 90 DAYS	11	6.1	4129	1.9
3 91 TO 120 DAYS	12	6.6	2781	1.3
4 121 TO 150 DAYS	5	2.8	820	0.4
5 151 TO 200 DAYS	12	6.6	31890	14.9
6 201 TO 250 DAYS	1	0.6	130	0.1
7 MORE THAN 250 DAYS, BUT LIMITED	6	3.3	2164	1.0
8 UNLIMITED ACCUMULATION	7	3.9	4741	2.2
9 OTHER	4	2.2	1380	0.6
TOTAL	181	100.0	213567	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	127	70.2	168936	79.1
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	6	3.3	2868	1.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	4	2.2	1326	0.6
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	17	9.4	32653	15.3
4 COMBINATION	12	6.6	2891	1.4
5 OTHER	15	8.3	4893	2.3
TOTAL	181	100.0	213567	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	80	44.2	87984	41.2
1 100% OF PREMIUM	60	33.1	102514	48.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.1	260	0.1
3 75% OF PREMIUM	4	2.2	3123	1.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	3.9	1916	0.9
5 50% OF PREMIUM	6	3.3	1171	0.5
6 LESS THAN 50% OF PREMIUM	1	0.6	3263	1.5
7 FLAT AMOUNT	1	0.6	500	0.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	7.7	10817	5.1
9 OTHER	6	3.3	2019	0.9
TOTAL	181	100.0	213567	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	77	42.5	75628	35.4
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	0.6	207	0.1
3 26 WEEKS	28	15.5	53953	25.3
4 39 WEEKS	2	1.1	410	0.2
5 52 WEEKS	29	16.0	44043	20.6
6 VARIES ACCORDING TO LENGTH OF SERVICE	9	5.0	15151	7.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	25	13.8	20503	9.6
8 OTHER	10	5.5	3672	1.7
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	73	40.3	74945	35.1
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	1	0.6	120	0.1
3 $151 TO $200 PER WEEK	2	1.1	950	0.4
4 MORE THAN $200 PER WEEK	36	19.9	48699	22.8
5 PERCENTAGE OF EARNINGS	35	19.3	69276	32.4
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	2.2	930	0.4
7 VARIES ACCORDING TO EARNINGS	9	5.0	5025	2.4
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	19	10.5	13234	6.2
9 OTHER	2	1.1	388	0.2
TOTAL	181	100.0	213567	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	99	54.7	77934	36.5
1 PROVISION	82	45.3	135633	63.5
TOTAL	181	100.0	213567	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	18	9.9	7905	3.7
1 100% OF PREMIUM	94	51.9	141301	66.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.1	260	0.1
3 75% OF PREMIUM	5	2.8	1021	0.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	4.4	1861	0.9
5 50% OF PREMIUM	14	7.7	5009	2.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	6.1	16600	7.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	12.7	35434	16.6
9 OTHER	6	3.3	4176	2.0
TOTAL	181	100.0	213567	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	19	10.5	11555	5.4
1 $5,000 OR LESS	2	1.1	250	0.1
2 $5,001 TO $10,000	9	5.0	2086	1.0
3 $10,001 TO $15,000	5	2.8	1447	0.7
4 $15,001 TO $20,000	10	5.5	2289	1.1
5 MORE THAN $20,000	44	24.3	80076	37.5
6 VARIES ACCORDING TO EARNINGS	39	21.5	55492	26.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	23	12.7	20371	9.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	25	13.8	36369	17.0
9 OTHER	5	2.8	3632	1.7
TOTAL	181	100.0	213567	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	81	44.8	72575	34.0
1 100% OF PREMIUM	54	29.8	93673	43.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	0.6	200	0.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	2.2	1032	0.5
5 50% OF PREMIUM	7	3.9	2875	1.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	2.8	2033	1.0
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	14.4	36469	17.1
10 OTHER	3	1.7	4710	2.2
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	80	44.2	72130	33.8
1 $5,000 OR LESS	1	0.6	113	0.1
2 $5,001 TO $10,000	4	2.2	846	0.4
3 $10,001 TO $15,000	4	2.2	947	0.4
4 $15,001 TO $20,000	9	5.0	2174	1.0
5 MORE THAN $20,000	31	17.1	49217	23.0
6 VARIES ACCORDING TO EARNINGS	16	8.8	46030	21.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	9	5.0	3200	1.5
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	25	13.8	36369	17.0
9 OTHER	2	1.1	2541	1.2
TOTAL	181	100.0	213567	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	19	10.5	6623	3.1
1 100% OF PREMIUM	84	46.4	154046	72.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	2.2	525	0.2
3 75% OF PREMIUM	14	7.7	5961	2.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	11	6.1	3336	1.6
5 50% OF PREMIUM	15	8.3	5101	2.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	4.4	2196	1.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.3	35534	16.6
9 OTHER	2	1.1	245	0.1
TOTAL	181	100.0	213567	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	18	9.9	6273	2.9
1 BASIC (A)	3	1.7	910	0.4
2 BASIC AND EXTENDED (A AND B)	18	9.9	5094	2.4
3 BASIC AND ORTHODONTICS (A AND C)	1	0.6	238	0.1
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	90	49.7	152908	71.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	26	14.4	11807	5.5
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.3	36224	17.0
7 OTHER	1	0.6	113	0.1
TOTAL	181	100.0	213567	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	44	24.3	43965	20.6
1 PROVISION	137	75.7	169602	79.4
TOTAL	181	100.0	213567	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	63	34.8	50390	23.6
1 UNION	27	14.9	22775	10.7
2 MANAGEMENT	19	10.5	9828	4.6
3 JOINT UNION MANAGEMENT ADMINISTRATION	18	9.9	29641	13.9
4 ADMINISTERED BY SEPARATE TRUSTEES	2	1.1	242	0.1
5 MUNICIPAL/PROVINCIAL GOVERNMENT	45	24.9	88137	41.3
6 OTHER	7	3.9	12554	5.9
TOTAL	181	100.0	213567	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	106	58.6	136215	63.8
1 PROVISION	75	41.4	77352	36.2
TOTAL	181	100.0	213567	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	4	2.2	25493	11.9
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	16	8.8	10925	5.1
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	33	18.2	11710	5.5
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	73	40.3	105086	49.2
4 BY UNION REPRESENTATIVE	24	13.3	35160	16.5
5 BY GRIEVANCE COMMITTEE	4	2.2	716	0.3
6 BY WRITTEN NOTICE	18	9.9	6032	2.8
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	5	2.8	6863	3.2
8 OTHER	4	2.2	11582	5.4
TOTAL	181	100.0	213567	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	30	16.6	33846	15.8
1 72 HOURS OR LESS	8	4.4	1672	0.8
2 FIVE DAYS	19	10.5	8706	4.1
3 ONE WEEK	15	8.3	30137	14.1
4 TEN DAYS	23	12.7	6535	3.1
5 TWO WEEKS	13	7.2	22011	10.3
6 THREE WEEKS	1	0.6	375	0.2
7 ONE MONTH	38	21.0	75492	35.3
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	10	5.5	8074	3.8
10 OTHER	24	13.3	26719	12.5
TOTAL	181	100.0	213567	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	85	47.0	85858	40.2
1 PROVISION	96	53.0	127709	59.8
TOTAL	181	100.0	213567	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	170	93.9	171497	80.3
1 PROVISION	11	6.1	42070	19.7
TOTAL	181	100.0	213567	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	114	63.0	142325	66.6
1 PROVISION	67	37.0	71242	33.4
TOTAL	181	100.0	213567	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	125	69.1	148772	69.7
1 PROVISION	56	30.9	64795	30.3
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	5	2.8	37100	17.4
1 SINGLE ARBITRATOR	46	25.4	25749	12.1
2 PERMANENT UMPIRE (NAMED)	7	3.9	3668	1.7
3 TRIPARTITE BOARD	74	40.9	78641	36.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	0.6	275	0.1
5 CHOICE OF ALTERNATIVES	43	23.8	65132	30.5
6 OTHER	5	2.8	3002	1.4
TOTAL	181	100.0	213567	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	152	84.0	192823	90.3
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	29	16.0	20744	9.7
TOTAL	181	100.0	213567	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	157	86.7	193824	90.8
1 PROVISION	24	13.3	19743	9.2
TOTAL	181	100.0	213567	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	52	28.7	18498	8.7
1 JOINT SAFETY COMMITTEE	119	65.7	174002	81.5
2 OTHER	10	5.5	21067	9.9
TOTAL	181	100.0	213567	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	64	35.4	31206	14.6
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	58	32.0	86442	40.5
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	4	2.2	1638	0.8
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	2	1.1	2797	1.3
4 RIGHT TO UNDERTAKE INSPECTIONS	13	7.2	8604	4.0
5 COMBINATION OF 2 AND 3	3	1.7	862	0.4
6 COMBINATION OF 2 AND 4	5	2.8	6205	2.9
7 COMBINATION OF 2, 3 AND 4	21	11.6	71642	33.5
8 OTHER	11	6.1	4171	2.0
TOTAL	181	100.0	213567	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	66	36.5	33177	15.5
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	73	40.3	80656	37.8
2 PROVISION FOR PAY OF SAFETY COMMITTEE	42	23.2	99734	46.7
TOTAL	181	100.0	213567	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	59	32.6	60976	28.6
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	99	54.7	134404	62.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	9	5.0	6255	2.9
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	1.1	348	0.2
4 OTHER	12	6.6	11584	5.4
TOTAL	181	100.0	213567	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	115	63.5	117943	55.2
1 PROVISION	66	36.5	95624	44.8
TOTAL	181	100.0	213567	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	149	82.3	158397	74.2
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	13	7.2	8777	4.1
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	11	6.1	43567	20.4
4 OTHER	8	4.4	2826	1.3
TOTAL	181	100.0	213567	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	160	88.4	153645	71.9
1 PROVISION	21	11.6	59922	28.1
TOTAL	181	100.0	213567	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	95	52.5	101062	47.3
1 PROVISION	86	47.5	112505	52.7
TOTAL	181	100.0	213567	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	139	76.8	150116	70.3
1 POLICY STATEMENT ONLY	13	7.2	12523	5.9
2 POLICY AND/OR COMPLAINT PROCEDURE	28	15.5	50748	23.8
3 MENTIONED BUT NOT SPECIFIED	1	0.6	180	0.1
TOTAL	181	100.0	213567	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	176	97.2	169885	79.5
1 PROVISION	5	2.8	43682	20.5
TOTAL	181	100.0	213567	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	139	76.8	71519	33.5
1 PROVISION	42	23.2	142048	66.5
TOTAL	181	100.0	213567	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	160	88.4	142885	66.9
1 PROVISION	21	11.6	70682	33.1
TOTAL	181	100.0	213567	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	72	39.8	87672	41.1
1 PROVISION	109	60.2	125895	58.9
TOTAL	181	100.0	213567	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	88	48.6	76485	35.8
1 PROVISION	93	51.4	137082	64.2
TOTAL	181	100.0	213567	100.0

PART I: b
MINING

(13 agreements covering 7,789 employees)

MINING

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	13	92.9	4139	53.1
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	7.1	3650	46.9
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	4	28.6	522	6.7
2 200 - 499 EMPLOYEES	5	35.7	1407	18.1
3 500 - 999 EMPLOYEES	4	28.6	2210	28.4
4 1000 - 4999 EMPLOYEES	1	7.1	3650	46.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	14	100.0	7789	100.0
1 FEDERAL	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	14	100.0	7789	100.0
1 PUBLIC	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	1	7.1	700	9.0
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	3	21.4	4300	55.2
3 MORE THAN 2 YEARS, LESS THAN 3	3	21.4	1097	14.1
4 3 YEARS	6	42.9	1492	19.2
5 MORE THAN 3 YEARS	1	7.1	200	2.6
6 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	-	-	-	-
1 1ST HALF OF 1986	2	14.3	1053	13.5
2 2ND HALF OF 1986	3	21.4	890	11.4
3 1ST HALF OF 1987	7	50.0	5296	68.0
4 2ND HALF OF 1987	1	7.1	200	2.6
5 1ST HALF OF 1988	1	7.1	350	4.5
6 2ND HALF OF 1988	-	-	-	-
7 LATER THAN 1988	-	-	-	-
TOTAL	14	100.0	7789	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	6	42.9	4742	60.9
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	1	7.1	353	4.5
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	2	14.3	960	12.3
5 CENTRAL INTERIOR	3	21.4	884	11.3
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	14.3	850	10.9
8 TWO OR MORE REGIONS	-	-	-	-
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	14	100.0	7789	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	1	7.1	130	1.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	28.6	1072	13.8
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	5	35.7	4684	60.1
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	4	28.6	1903	24.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	5	35.7	1833	23.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	2	14.3	612	7.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	2	14.3	3850	49.4
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	21.4	750	9.6
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	2	14.3	744	9.6
TOTAL	14	100.0	7789	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	8	57.1	5592	71.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	28.6	1453	18.7
4 MAINTENANCE OF MEMBERSHIP	2	14.3	744	9.6
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	9	64.3	5852	75.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	4	28.6	1437	18.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	1	7.1	500	6.4
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	11	78.6	6917	88.8
1 CROSS PICKET LINES	2	14.3	372	4.8
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	7.1	500	6.4
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	6	42.9	4980	63.9
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	7	50.0	2697	34.6
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	2	14.3	3790	48.7
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	4	28.6	1440	18.5
6 FORTY-FIVE WORKING DAYS	2	14.3	1000	12.8
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	6	42.9	1559	20.0
TOTAL	14	100.0	7789	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3	21.4	963	12.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	50.0	5884	75.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	21.4	742	9.5
5 OTHER	1	7.1	200	2.6
TOTAL	14	100.0	7789	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	1	7.1	130	1.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	28.6	1075	13.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	35.7	5234	67.2
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	21.4	1150	14.8
5 OTHER	1	7.1	200	2.6
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	4	28.6	1074	13.8
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	14.3	3910	50.2
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	14.3	490	6.3
6 ONE MONTH	2	14.3	650	8.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	4	28.6	1665	21.4
TOTAL	14	100.0	7789	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	1	7.1	200	2.6
1 STRAIGHT SENIORITY	3	21.4	4300	55.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	42.9	1819	23.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	14.3	840	10.8
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	14.3	630	8.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	-	-	-	-
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	1	7.1	350	4.5
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	13	92.9	7439	95.5
TOTAL	14	100.0	7789	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	1	7.1	244	3.1
1 LESS THAN SIX MONTHS	1	7.1	3650	46.9
2 SIX MONTHS	1	7.1	200	2.6
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	2	14.3	650	8.3
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	-	-	-	-
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	8	57.1	2933	37.7
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	3	21.4	486	6.2
1 UP TO 1 YEAR	1	7.1	200	2.6
2 12 - 24 MONTHS	3	21.4	1110	14.3
3 MORE THAN 24 MONTHS	2	14.3	3790	48.7
4 VARIES BY TYPE OF INCAPACITATION	1	7.1	700	9.0
5 OTHER	4	28.6	1503	19.3
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	5	35.7	1640	21.1
1 SENIORITY LOST ON TRANSFER	1	7.1	700	9.0
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	5	35.7	4724	60.6
3 SENIORITY RETAINED INDEFINITELY	2	14.3	465	6.0
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	7.1	260	3.3
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	11	78.6	2939	37.7
1 FOR UNION OFFICIALS	2	14.3	4350	55.8
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	1	7.1	500	6.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	3	21.4	4300	55.2
1 PROVISION	11	78.6	3489	44.8
TOTAL	14	100.0	7789	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	6	42.9	1386	17.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	6	42.9	5550	71.3
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	14.3	853	11.0
TOTAL	14	100.0	7789	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	11	78.6	6879	88.3
1 PROVISION	3	21.4	910	11.7
TOTAL	14	100.0	7789	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	1	7.1	130	1.7
1 APPRENTICESHIP	1	7.1	700	9.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	14.3	372	4.8
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	3	21.4	884	11.3
5 1 AND 3	-	-	-	-
6 2 AND 3	2	14.3	4150	53.3
7 1, 2 AND 3	3	21.4	903	11.6
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	14.3	650	8.3
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	11	78.6	7145	91.7
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	3	21.4	644	8.3
TOTAL	14	100.0	7789	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	14	100.0	7789	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	4	28.6	1074	13.8
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	7	50.0	2415	31.0
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	13	92.9	7529	96.7
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	13	92.9	7529	96.7
1 PROHIBITED	1	7.1	260	3.3
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	6	42.9	5830	74.8
1 UNION-MANAGEMENT CONSULTATION ONLY	2	14.3	650	8.3
2 ARBITRATION IF CONSULTATION FAILS	5	35.7	1065	13.7
3 OTHER	1	7.1	244	3.1
TOTAL	14	100.0	7789	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	14.3	444	5.7
1 LESS THAN THREE MONTHS	4	28.6	1600	20.5
2 THREE MONTHS	-	-	-	-
3 SIX MONTHS	2	14.3	483	6.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	5	35.7	4912	63.1
6 OTHER	1	7.1	350	4.5
TOTAL	14	100.0	7789	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	9	64.3	6039	77.5
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	4	28.6	1490	19.1
3 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	12	85.7	7299	93.7
1 PROVISION	2	14.3	490	6.3
TOTAL	14	100.0	7789	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	1	7.1	244	3.1
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	8	57.1	2905	37.3
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	3	21.4	4300	55.2
5 COMBINATION	2	14.3	340	4.4
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	10	71.4	5886	75.6
1 LESS THAN ONE YEAR	1	7.1	350	4.5
2 ONE YEAR	2	14.3	1200	15.4
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	7.1	353	4.5
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	4	28.6	4544	58.3
1 ONE WEEK'S PAY PER YEAR OF SERVICE	2	14.3	630	8.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	14.3	1053	13.5
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	2	14.3	400	5.1
5 OTHER	4	28.6	1162	14.9
TOTAL	14	100.0	7789	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	8	57.1	5766	74.0
1 LESS THAN 20 WEEKS' PAY	3	21.4	1553	19.9
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	1	7.1	130	1.7
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	1	7.1	140	1.8
7 OTHER	1	7.1	200	2.6
TOTAL	14	100.0	7789	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	11	78.6	7064	90.7
1 LESS THAN THREE MONTHS	1	7.1	260	3.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	7.1	353	4.5
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	3	21.4	1074	13.8
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	2	14.3	853	11.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	21.4	4300	55.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	5	35.7	1302	16.7
6 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	4	28.6	1274	16.4
1 COMPANY PROGRAM	2	14.3	703	9.0
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	7	50.0	5552	71.3
5 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	14	100.0	7789	100.0
1 PROVISION	-	-	-	-
TOTAL	14	100.0	7789	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	13	92.9	7439	95.5
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	7.1	350	4.5
TOTAL	14	100.0	7789	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	21.4	4300	55.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	6	42.9	2215	28.4
3 IRREGULARLY SCHEDULED WAGE INCREASES	4	28.6	1014	13.0
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	12	85.7	6977	89.6
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	7.1	700	9.0
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	8	57.1	6237	80.1
1 SEVERANCE PAY PLAN	5	35.7	1440	18.5
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	7.1	112	1.4
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	13	92.9	7677	98.6
1 PROVISION	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	12	85.7	7177	92.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	2	14.3	612	7.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	8	57.1	6237	80.1
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	14.3	630	8.1
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	7.1	260	3.3
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	3	21.4	662	8.5
TOTAL	14	100.0	7789	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	10	71.4	6717	86.2
1 LESS THAN 20 WEEKS' PAY	1	7.1	500	6.4
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	1	7.1	112	1.4
6 NO MAXIMUM	1	7.1	260	3.3
7 OTHER	1	7.1	200	2.6
TOTAL	14	100.0	7789	100.0
FIELD 6-08 COLA				
0 NO PROVISION	9	64.3	2729	35.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	5	35.7	5060	65.0
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	9	64.3	2729	35.0
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	3	21.4	4300	55.2
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	7.1	500	6.4
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	7.1	260	3.3
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			6504	92.8
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			500	7.1
TOTAL			7009	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	-	-	-	-
3 7 1/4 HOURS	-	-	-	-
4 7 1/2 HOURS	1	100.0	780	100.0
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	-	-	-	-
7 MORE THAN EIGHT HOURS	-	-	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	1	100.0	780	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	1	82.8	5804	82.8
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	1	17.1	1200	17.1
7 OTHER	-	-	-	-
TOTAL	1	100.0	7009	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	1	100.0	780	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	1	100.0	780	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	1	82.8	5804	82.8
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	1	17.1	1200	17.1
TOTAL	1	100.0	7009	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	1	100.0	780	100.0
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	1	100.0	780	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	1	7.1	130	1.7
1 TWO DAYS (CONSECUTIVE)	11	78.6	6459	82.9
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	7.1	700	9.0
7 OTHER	1	7.1	500	6.4
TOTAL	14	100.0	7789	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	7	50.0	1792	23.0
1 THREE HOURS' PAY	1	7.1	3650	46.9
2 FOUR HOURS' PAY	6	42.9	2347	30.1
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	13	92.9	7589	97.4
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	7.1	200	2.6
3 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	5	35.7	4894	62.8
1 TWO FOR A TOTAL OF 20 MINUTES	4	28.6	942	12.1
2 TWO FOR A TOTAL OF 30 MINUTES	1	7.1	260	3.3
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	7.1	500	6.4
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	3	21.4	1193	15.3
6 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	6	42.9	4742	60.9
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	3	21.4	1403	18.0
3 MORE THAN ONE DAY LESS THAN THREE	4	28.6	1384	17.8
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	11	78.6	7099	91.1
1 PROVISION	3	21.4	690	8.9
TOTAL	14	100.0	7789	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	11	78.6	6596	84.7
1 PROVISION	3	21.4	1193	15.3
TOTAL	14	100.0	7789	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	14	100.0	7789	100.0
1 PROVISION	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	13	92.9	7439	95.5
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	1	7.1	350	4.5
TOTAL	14	100.0	7789	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	50.0	2347	30.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	4	28.6	1142	14.7
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	7	50.0	2265	29.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	2	14.3	594	7.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	7.1	130	1.7
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	7.1	500	6.4
6 2 X	-	-	-	-
7 OTHER	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	7	50.0	2265	29.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	7.1	244	3.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	7.1	130	1.7
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	5	35.7	5150	66.1
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	3	21.4	1553	19.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	7.1	244	3.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	5	35.7	932	12.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	5	35.7	5060	65.0
TOTAL	14	100.0	7789	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	2	14.3	480	6.2
1 PAY ONLY	9	64.3	6813	87.5
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	3	21.4	496	6.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	9	64.3	6593	84.6
1 RIGHT TO REFUSE	5	35.7	1196	15.4
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	4	28.6	4430	56.9
1 BASED ON SENIORITY	1	7.1	260	3.3
2 SHARED AMONG ALL EMPLOYEES	9	64.3	3099	39.8
3 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	1	7.1	112	1.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	7.1	130	1.7
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	8	57.1	2897	37.2
7 PERCENTAGE OF REGULAR RATE	1	7.1	350	4.5
8 OTHER	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	-	-	-	-
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	2	14.3	242	3.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	7	50.0	2757	35.4
7 PERCENTAGE OF REGULAR RATE	2	14.3	490	6.3
8 OTHER	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	1	7.1	140	1.8
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	7.1	130	1.7
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	7.1	3650	46.9
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	5	35.7	1910	24.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	3	21.4	1056	13.6
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	3	21.4	903	11.6
TOTAL	14	100.0	7789	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	4	28.6	4500	57.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	3	21.4	854	11.0
2 ON DESIGNATED SHIFTS	5	35.7	1970	25.3
3 1 AND 2	2	14.3	465	6.0
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	4	28.6	4430	56.9
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	1	7.1	112	1.4
6 MEAL PROVIDED	6	42.9	2057	26.4
7 OTHER	3	21.4	1190	15.3
TOTAL	14	100.0	7789	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	12	85.7	7329	94.1
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	2	14.3	460	5.9
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	10	71.4	6679	85.7
1 PROVISION	4	28.6	1110	14.3
TOTAL	14	100.0	7789	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	13	92.9	7529	96.7
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	1	7.1	260	3.3
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	7.1	244	3.1
3 30 - 49 CENTS PER HOUR	7	50.0	5683	73.0
4 50 - 75 CENTS PER HOUR	3	21.4	1100	14.1
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	3	21.4	762	9.8
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	7.1	244	3.1
3 30 - 49 CENTS PER HOUR	3	21.4	980	12.6
4 50 - 74 CENTS PER HOUR	6	42.9	2153	27.6
5 75 - $1.00 PER HOUR	1	7.1	3650	46.9
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	3	21.4	762	9.8
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	13	92.9	7529	96.7
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	1	7.1	260	3.3
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	14	100.0	7789	100.0
1 PROVISION	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	13	92.9	7529	96.7
1 PROVISION	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	7	50.0	2277	29.2
5 TWELVE DAYS	6	42.9	5252	67.4
6 THIRTEEN DAYS	1	7.1	260	3.3
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	-	-	-	-
1 MINIMUM LENGTH OF SERVICE	-	-	-	-
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	6	42.9	4916	63.1
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	7.1	200	2.6
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	6	42.9	2323	29.8
7 OTHER	1	7.1	350	4.5
TOTAL	14	100.0	7789	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	50.0	4996	64.1
1 LESS THAN ONE MONTH	1	7.1	350	4.5
2 ONE MONTH	4	28.6	1683	21.6
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	7.1	500	6.4
6 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	7	50.0	5630	72.3
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	6	42.9	1899	24.4
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	1	7.1	260	3.3
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	4	28.6	1574	20.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	9	64.3	6103	78.4
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	7.1	112	1.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	3	21.4	727	9.3
1 ANOTHER PAID DAY OFF	8	57.1	2712	34.8
2 ANOTHER DAY'S PAY	1	7.1	3650	46.9
3 1 OR 2	2	14.3	700	9.0
4 NOT GRANTED	-	-	-	-
TOTAL	14	100.0	7789	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	4	28.6	1390	17.8
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	1	7.1	112	1.4
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	5	35.7	1894	24.3
4 OTHER	4	28.6	4393	56.4
TOTAL	14	100.0	7789	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	1	7.1	353	4.5
4 FIVE WEEKS	2	14.3	760	9.8
5 SIX WEEKS	5	35.7	4630	59.4
6 SEVEN WEEKS	1	7.1	112	1.4
7 EIGHT WEEKS	1	7.1	350	4.5
8 OTHER	4	28.6	1584	20.3
TOTAL	14	100.0	7789	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	2	14.3	372	4.8
3 TWO YEARS	7	50.0	5227	67.1
4 THREE YEARS	3	21.4	1190	15.3
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	7.1	500	6.4
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	7.1	500	6.4
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	2	14.3	640	8.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	7.1	112	1.4
4 FOUR YEARS	2	14.3	444	5.7
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	14.3	830	10.7
8 EIGHT YEARS	4	28.6	4560	58.5
9 NINE YEARS	-	-	-	-
10 TEN YEARS	3	21.4	1203	15.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	4	28.6	1693	21.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	2	14.3	356	4.6
11 ELEVEN YEARS	1	7.1	200	2.6
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	3	21.4	740	9.5
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	4	28.6	4800	61.6
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	7	50.0	2697	34.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	14.3	462	5.9
21 TWENTY-ONE YEARS	1	7.1	200	2.6
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	7.1	130	1.7
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	3	21.4	4300	55.2
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	14	100.0	7789	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	92.9	7677	98.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	7.1	112	1.4
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	14	100.0	7789	100.0
32 THIRTY-TWO YEARS	-	-	-	-
33 THIRTY-THREE YEARS	-	-	-	-
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE OR MORE YEARS	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	14	100.0	7789	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	2	14.3	650	8.3
32 THIRTY-TWO YEARS	1	7.1	3650	46.9
33 THIRTY-THREE YEARS	7	50.0	2907	37.3
34 THIRTY-FOUR YEARS	3	21.4	442	5.7
35 THIRTY-FIVE YEARS	1	7.1	140	1.8
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	2	14.3	650	8.3
1 REGULAR PAY	1	7.1	3650	46.9
2 PERCENTAGE OF YEARLY GROSS EARNINGS	7	50.0	2907	37.3
3 1 OR 2, WHICHEVER IS GREATER	3	21.4	442	5.7
4 OTHER	1	7.1	140	1.8
TOTAL	14	100.0	7789	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	8	57.1	5424	69.6
1 WITH LIMITATIONS	4	28.6	1165	15.0
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	2	14.3	1200	15.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	9	64.3	2879	37.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	5	35.7	4910	63.0
3 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	7	50.0	5095	65.4
4 FOUR DAYS	1	7.1	500	6.4
5 FIVE DAYS	1	7.1	700	9.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	5	35.7	1494	19.2
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	-	-	-	-
1 PROVISION FOR FULL REGULAR PAY	14	100.0	7789	100.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	1	7.1	500	6.4
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	12	85.7	7177	92.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	1	7.1	112	1.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	14	100.0	7789	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	14	100.0	7789	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	7	50.0	2174	27.9
1 17 WEEKS	-	-	-	-
2 18 WEEKS	2	14.3	612	7.9
3 19 - 25 WEEKS	3	21.4	4300	55.2
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	2	14.3	703	9.0
TOTAL	14	100.0	7789	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	14	100.0	7789	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	9	64.3	2636	33.8
1 SENIORITY RETAINED	1	7.1	353	4.5
2 SENIORITY ACCUMULATED	3	21.4	4300	55.2
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	7.1	500	6.4
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	12	85.7	7449	95.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	7.1	200	2.6
3 TWO DAYS	1	7.1	140	1.8
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	14	100.0	7789	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	8	57.1	3107	39.9
1 LEAVE WITH FULL PAY	3	21.4	4300	55.2
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	1	7.1	112	1.4
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	14.3	270	3.5
5 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	13	92.9	7659	98.3
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	1	7.1	130	1.7
TOTAL	14	100.0	7789	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	8	57.1	6490	83.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	7.1	353	4.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	1	7.1	244	3.1
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	7.1	130	1.7
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	3	21.4	572	7.3
TOTAL	14	100.0	7789	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	3	21.4	4300	55.2
1 PROVISION	11	78.6	3489	44.8
TOTAL	14	100.0	7789	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	14	100.0	7789	100.0
3 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	6	42.9	4770	61.2
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	1	7.1	260	3.3
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	5	35.7	1815	23.3
7 OTHER	2	14.3	944	12.1
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	14	100.0	7789	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	14	100.0	7789	100.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	7.1	244	3.1
1 100% OF PREMIUM	13	92.9	7545	96.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	3	21.4	4024	51.7
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	2	14.3	650	8.3
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	7	50.0	2743	35.2
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	1	7.1	260	3.3
7 OTHER	1	7.1	112	1.4
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	10	71.4	6767	86.9
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	3	21.4	910	11.7
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	1	7.1	112	1.4
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	12	85.7	7139	91.7
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	2	14.3	650	8.3
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	13	92.9	7529	96.7
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	1	7.1	260	3.3
TOTAL	14	100.0	7789	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	14.3	612	7.9
1 100% OF PREMIUM	10	71.4	6733	86.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	7.1	200	2.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	1	7.1	244	3.1
TOTAL	14	100.0	7789	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	14.3	242	3.1
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	3	21.4	4203	54.0
4 39 WEEKS	1	7.1	140	1.8
5 52 WEEKS	5	35.7	2054	26.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	14.3	650	8.3
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	1	7.1	500	6.4
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	1	7.1	112	1.4
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	7.1	500	6.4
4 MORE THAN $200 PER WEEK	8	57.1	6023	77.3
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	7.1	260	3.3
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	21.4	894	11.5
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	7	50.0	6130	78.7
1 PROVISION	7	50.0	1659	21.3
TOTAL	14	100.0	7789	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	13	92.9	7589	97.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	7.1	200	2.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	1	7.1	3650	46.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	14.3	700	9.0
5 MORE THAN $20,000	8	57.1	2677	34.4
6 VARIES ACCORDING TO EARNINGS	3	21.4	762	9.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	35.7	4672	60.0
1 100% OF PREMIUM	8	57.1	2917	37.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	7.1	200	2.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	35.7	4672	60.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	14.3	700	9.0
5 MORE THAN $20,000	7	50.0	2417	31.0
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	11	78.6	6806	87.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	14.3	853	11.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	7.1	130	1.7
TOTAL	14	100.0	7789	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	4	28.6	1490	19.1
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	10	71.4	6299	80.9
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	3	21.4	1550	19.9
1 PROVISION	11	78.6	6239	80.1
TOTAL	14	100.0	7789	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	6	42.9	2150	27.6
1 UNION	-	-	-	-
2 MANAGEMENT	5	35.7	1339	17.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	21.4	4300	55.2
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	8	57.1	2649	34.0
1 PROVISION	6	42.9	5140	66.0
TOTAL	14	100.0	7789	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	7.1	500	6.4
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	1	7.1	244	3.1
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	11	78.6	6695	86.0
4 BY UNION REPRESENTATIVE	1	7.1	350	4.5
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	-	-	-	-
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	1	7.1	700	9.0
3 ONE WEEK	3	21.4	1244	16.0
4 TEN DAYS	1	7.1	260	3.3
5 TWO WEEKS	2	14.3	480	6.2
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	21.4	4300	55.2
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	3	21.4	665	8.5
10 OTHER	1	7.1	140	1.8
TOTAL	14	100.0	7789	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	3	21.4	780	10.0
1 PROVISION	11	78.6	7009	90.0
TOTAL	14	100.0	7789	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	12	85.7	7029	90.2
1 PROVISION	2	14.3	760	9.8
TOTAL	14	100.0	7789	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	11	78.6	7145	91.7
1 PROVISION	3	21.4	644	8.3
TOTAL	14	100.0	7789	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	9	64.3	6232	30.0
1 PROVISION	5	35.7	1557	20.0
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	9	64.3	5386	69.1
2 PERMANENT UMPIRE (NAMED)	3	21.4	1353	17.4
3 TRIPARTITE BOARD	-	-	-	-
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	1	7.1	350	4.5
6 OTHER	1	7.1	700	9.0
TOTAL	14	100.0	7789	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	10	71.4	6179	79.3
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	4	28.6	1610	20.7
TOTAL	14	100.0	7789	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	9	64.3	3089	39.7
1 PROVISION	5	35.7	4700	60.3
TOTAL	14	100.0	7789	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	1	7.1	112	1.4
1 JOINT SAFETY COMMITTEE	13	92.9	7677	98.6
2 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	1	7.1	112	1.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	1	7.1	130	1.7
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	5	35.7	4804	61.7
5 COMBINATION OF 2 AND 3	1	7.1	500	6.4
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	6	42.9	2243	28.8
8 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	1	7.1	112	1.4
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	2	14.3	374	4.8
2 PROVISION FOR PAY OF SAFETY COMMITTEE	11	78.6	7303	93.8
TOTAL	14	100.0	7789	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	-	-	-	-
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	13	92.9	7589	97.4
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	7.1	200	2.6
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	3	21.4	722	9.3
1 PROVISION	11	78.6	7067	90.7
TOTAL	14	100.0	7789	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	13	92.9	7289	93.6
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	7.1	500	6.4
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	12	85.7	6939	89.1
1 PROVISION	2	14.3	850	10.9
TOTAL	14	100.0	7789	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	7	50.0	2165	27.8
1 PROVISION	7	50.0	5624	72.2
TOTAL	14	100.0	7789	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	14	100.0	7789	100.0
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	14	100.0	7789	100.0
1 PROVISION	-	-	-	-
TOTAL	14	100.0	7789	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	11	78.6	3489	44.8
1 PROVISION	3	21.4	4300	55.2
TOTAL	14	100.0	7789	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	13	92.9	7439	95.5
1 PROVISION	1	7.1	350	4.5
TOTAL	14	100.0	7789	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	7	50.0	2209	28.4
1 PROVISION	7	50.0	5580	71.6
TOTAL	14	100.0	7789	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	3	21.4	762	9.8
1 PROVISION	11	78.6	7027	90.2
TOTAL	14	100.0	7789	100.0

PART I: c
MANUFACTURING

(52 agreements covering 50,717 employees)

Food and Beverage
Wood Products
Paper and Allied
Printing and Publishing
Metals (Primary and Fabricating)
Machinery
Transportation Equipment
Electrical Products
Miscellaneous Manufacturing

MANUFACTURING

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	42	80.8	10665	21.0
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	7.7	2552	5.0
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	9.6	37100	73.2
4 MULTI-UNION AND SINGLE EMPLOYER	1	1.9	400	0.8
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	22	42.3	3009	5.9
2 200 - 499 EMPLOYEES	19	36.5	5037	9.9
3 500 - 999 EMPLOYEES	4	7.7	2371	4.7
4 1000 - 4999 EMPLOYEES	5	9.6	9700	19.1
5 5000 - 9,999 EMPLOYEES	1	1.9	6500	12.8
6 10,000 OR MORE EMPLOYEES	1	1.9	24100	47.5
TOTAL	52	100.0	50717	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	52	100.0	50717	100.0
1 FEDERAL	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	52	100.0	50717	100.0
1 PUBLIC	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	3	5.8	5125	10.1
1 MORE THAN 1 YEAR, LESS THAN 2	1	1.9	500	1.0
2 2 YEARS	22	42.3	4616	9.1
3 MORE THAN 2 YEARS, LESS THAN 3	1	1.9	2000	3.9
4 3 YEARS	23	44.2	38263	75.4
5 MORE THAN 3 YEARS	2	3.8	213	0.4
6 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	1	1.9	120	0.2
1 1ST HALF OF 1986	10	19.2	10411	20.5
2 2ND HALF OF 1986	12	23.1	26843	52.9
3 1ST HALF OF 1987	12	23.1	6058	11.9
4 2ND HALF OF 1987	9	17.3	4350	8.6
5 1ST HALF OF 1988	6	11.5	2715	5.4
6 2ND HALF OF 1988	1	1.9	120	0.2
7 LATER THAN 1988	1	1.9	100	0.2
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	5	9.6	1225	2.4
2 SOUTHERN INTERIOR	1	1.9	6500	12.8
3 LOWER COAST AND LOWER MAINLAND	32	61.5	6592	13.0
4 VANCOUVER ISLAND	2	3.8	378	0.7
5 CENTRAL INTERIOR	5	9.6	6164	12.2
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	1	1.9	350	0.7
8 TWO OR MORE REGIONS	5	9.6	28700	56.6
9 INTER-PROVINCIAL	1	1.9	808	1.6
TOTAL	52	100.0	50717	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	11	21.2	3051	6.0
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	22	42.3	42197	83.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	13	25.0	3822	7.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	6	11.5	1647	3.2
4 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	18	34.6	4689	9.2
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	5	9.6	2367	4.7
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	11	21.2	9249	18.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	6	11.5	7512	14.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	3.8	530	1.0
6 OTHER	10	19.2	26370	52.0
TOTAL	52	100.0	50717	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	1	1.9	120	0.2
1 CLOSED SHOP	3	5.8	1812	3.6
2 UNION SHOP	35	67.3	10873	21.4
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	12	23.1	37718	74.4
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	1.9	194	0.4
6 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	1.9	194	0.4
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	39	75.0	13205	26.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	11	21.2	37198	73.3
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	1.9	120	0.2
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	25	48.1	41225	81.3
1 CROSS PICKET LINES	11	21.2	3125	6.2
2 HOT CARGOES	2	3.8	650	1.3
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	14	26.9	5717	11.3
5 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	4	7.7	1932	3.8
1 UNION HIRING HALL	1	1.9	160	0.3
2 EMPLOYER (PLANT, BARGAINING UNIT)	25	48.1	13765	27.1
3 DEPARTMENT (BRANCH, DIVISION)	2	3.8	278	0.5
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	8	15.4	4472	8.8
6 EMPLOYER AND CRAFT	1	1.9	206	0.4
7 COMBINATION OF THE ABOVE	6	11.5	5308	10.5
8 OTHER	5	9.6	24596	48.5
TOTAL	52	100.0	50717	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	5	9.6	2248	4.4
1 ONE CALENDAR MONTH	3	5.8	870	1.7
2 TWO CALENDAR MONTHS	2	3.8	375	0.7
3 THREE CALENDAR MONTHS	4	7.7	1246	2.5
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	12	23.1	40285	79.4
6 FORTY-FIVE WORKING DAYS	5	9.6	937	1.8
7 SIXTY WORKING DAYS	3	5.8	687	1.4
8 240 WORKING DAYS	-	-	-	-
9 OTHER	18	34.6	4069	8.0
TOTAL	52	100.0	50717	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	8	15.4	26300	51.9
1 STRAIGHT SENIORITY	2	3.8	1625	3.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	24	46.2	19069	37.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	23.1	2735	5.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	9.6	782	1.5
5 OTHER	1	1.9	206	0.4
TOTAL	52	100.0	50717	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	2	3.8	1230	2.4
1 STRAIGHT SENIORITY	10	19.2	3949	7.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	33	63.5	43668	86.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	9.6	1655	3.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	1.9	113	0.2
5 OTHER	1	1.9	102	0.2
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	21	40.4	43118	85.0
1 LESS THAN 24 HOURS	3	5.8	760	1.5
2 24 HOURS TO 48 HOURS	6	11.5	1320	2.6
3 72 HOURS	2	3.8	400	0.8
4 ONE WEEK	3	5.8	380	0.7
5 TWO WEEKS	2	3.8	450	0.9
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	17.3	2703	5.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	3.8	435	0.9
9 OTHER	4	7.7	1151	2.3
TOTAL	52	100.0	50717	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	3	5.8	1417	2.8
1 STRAIGHT SENIORITY	8	15.4	3517	6.9
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	34	65.4	43777	86.3
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	3.8	908	1.8
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	3.8	413	0.8
5 UNION HIRING HALL REFERRAL	2	3.8	560	1.1
6 OTHER	1	1.9	125	0.2
TOTAL	52	100.0	50717	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	9	17.3	4399	8.7
1 FAILURE TO REPORT WHEN NOTIFIED	8	15.4	3720	7.3
2 AFTER A SPECIFIED PERIOD OFF WORK	3	5.8	24427	48.2
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	32	61.5	18171	35.8
TOTAL	52	100.0	50717	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	9	17.3	4190	8.3
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	2	3.8	220	0.4
3 SEVEN TO TWELVE MONTHS	1	1.9	808	1.6
4 TWELVE MONTHS	13	25.0	3924	7.7
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	8	15.4	1722	3.4
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	16	30.8	39133	77.2
8 NOT SPECIFIED OR INDEFINITE	2	3.8	370	0.7
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	1.9	350	0.7
TOTAL	52	100.0	50717	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	27	51.9	33455	66.0
1 UP TO 1 YEAR	9	17.3	12751	25.1
2 12 - 24 MONTHS	4	7.7	958	1.9
3 MORE THAN 24 MONTHS	1	1.9	300	0.6
4 VARIES BY TYPE OF INCAPACITATION	1	1.9	150	0.3
5 OTHER	10	19.2	3103	6.1
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	27	51.9	14548	28.7
1 SENIORITY LOST ON TRANSFER	1	1.9	140	0.3
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	18	34.6	34289	67.6
3 SENIORITY RETAINED INDEFINITELY	4	7.7	820	1.6
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	1.9	400	0.8
5 OTHER	1	1.9	520	1.0
TOTAL	52	100.0	50717	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	47	90.4	49795	98.2
1 FOR UNION OFFICIALS	2	3.8	304	0.6
2 SPECIAL SKILLS, APPRENTICES	3	5.8	618	1.2
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

SECTION 4 - JOB OPPORTUNITY AND PROJECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	14	26.9	4631	9.1
1 PROVISION	38	73.1	46086	90.9
TOTAL	52	100.0	50717	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	41	78.8	48217	95.1
1 OLDER WORKERS	1	1.9	160	0.3
2 DISABLED WORKERS	9	17.3	1990	3.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	1.9	350	0.7
TOTAL	52	100.0	50717	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	44	84.6	39934	78.7
1 PROVISION	8	15.4	10783	21.3
TOTAL	52	100.0	50717	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	18	34.6	4103	8.1
1 APPRENTICESHIP	14	26.9	4720	9.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	4	7.7	775	1.5
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	4	7.7	2663	5.3
5 1 AND 3	-	-	-	-
6 2 AND 3	3	5.8	1975	3.9
7 1, 2 AND 3	6	11.5	12078	23.8
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	1.9	203	0.4
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	3.8	24200	47.7
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	36	69.2	43427	85.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	1.9	400	0.8
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	1.9	808	1.6
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	5	9.6	2772	5.5
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	3	5.8	490	1.0
7 NOT SPECIFIED	6	11.5	2820	5.6
TOTAL	52	100.0	50717	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	41	78.8	48197	95.0
1 REDUCTION IN NORMAL HOURS OF WORK	3	5.8	840	1.7
2 CHANGE IN TYPE OF WORK	1	1.9	160	0.3
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	7	13.5	1520	3.0
TOTAL	52	100.0	50717	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	25	48.1	42259	83.3
1 REGULAR RATE OF EMPLOYEE	1	1.9	500	1.0
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	25	48.1	5958	11.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	1.9	2000	3.9
TOTAL	52	100.0	50717	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	35	67.3	45125	89.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	6	11.5	2514	5.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	5.8	945	1.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.9	202	0.4
5 OTHER	7	13.5	1931	3.8
TOTAL	52	100.0	50717	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	33	63.5	46351	91.4
1 PROHIBITED	2	3.8	245	0.5
2 PERMITTED - WITH RESTRICTIONS	14	26.9	3791	7.5
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	3	5.8	330	0.7
TOTAL	52	100.0	50717	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	21	40.4	6194	12.2
1 UNION-MANAGEMENT CONSULTATION ONLY	12	23.1	16851	33.2
2 ARBITRATION IF CONSULTATION FAILS	17	32.7	3052	6.0
3 OTHER	2	3.8	24620	48.5
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	11	21.2	2525	5.0
1 LESS THAN THREE MONTHS	9	17.3	4855	9.6
2 THREE MONTHS	13	25.0	3125	6.2
3 SIX MONTHS	12	23.1	38251	75.4
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	5	9.6	1523	3.0
6 OTHER	2	3.8	438	0.9
TOTAL	52	100.0	50717	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	25	48.1	41796	82.4
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	13	25.0	4397	8.7
2 CONSULTATION - DETAILS UNSPECIFIED	14	26.9	4524	8.9
3 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	39	75.0	46959	92.6
1 PROVISION	13	25.0	3758	7.4
TOTAL	52	100.0	50717	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	13	25.0	3878	7.6
1 STRAIGHT LAYOFF	2	3.8	2203	4.3
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	25	48.1	30402	59.9
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	2	3.8	480	0.9
5 COMBINATION	6	11.5	12904	25.4
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	5.8	750	1.5
7 OTHER	1	1.9	100	0.2
TOTAL	52	100.0	50717	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	25	48.1	11356	22.4
1 LESS THAN ONE YEAR	3	5.8	1975	3.9
2 ONE YEAR	16	30.8	33859	66.8
3 TWO YEARS	3	5.8	527	1.0
4 THREE YEARS	1	1.9	202	0.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	4	7.7	2798	5.5
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	20	38.5	5476	10.8
1 ONE WEEK'S PAY PER YEAR OF SERVICE	17	32.7	40556	80.0
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	3	5.8	480	0.9
3 VARIES ACCORDING TO LENGTH OF SERVICE	9	17.3	3307	6.5
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	3	5.8	898	1.8
TOTAL	52	100.0	50717	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	27	51.9	8527	16.8
1 LESS THAN 20 WEEKS' PAY	4	7.7	890	1.8
2 20 - 25 WEEKS' PAY	6	11.5	893	1.8
3 26 - 29 WEEKS' PAY	2	3.8	390	0.8
4 30 - 51 WEEKS' PAY	9	17.3	37439	73.8
5 52 WEEK'S PAY OR MORE	2	3.8	578	1.1
6 NO MAXIMUM	1	1.9	500	1.0
7 OTHER	1	1.9	1500	3.0
TOTAL	52	100.0	50717	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	39	75.0	45936	90.6
1 LESS THAN THREE MONTHS	6	11.5	1293	2.5
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	5.8	553	1.1
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	1.9	100	0.2
4 MENTIONED, NOT SPECIFIED	1	1.9	520	1.0
5 BY LENGTH OF SERVICE	2	3.8	2315	4.6
6 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	14	26.9	15007	29.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	22	42.3	6460	12.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	4	7.7	24950	49.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	12	23.1	4300	8.5
6 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	19	36.5	16919	33.4
1 COMPANY PROGRAM	12	23.1	2832	5.6
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	7	13.5	25851	51.0
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	14	26.9	5115	10.1
5 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	52	100.0	50717	100.0
1 PROVISION	-	-	-	-
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	52	100.0	50717	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	5	9.6	2619	5.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	1.9	180	0.4
2 WAGE ADJUSTMENT YEARLY	28	53.8	42435	83.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	11	21.2	1991	3.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	1.9	350	0.7
5 OTHER	6	11.5	3142	6.2
TOTAL	52	100.0	50717	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	45	86.5	48110	94.9
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	1.9	187	0.4
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	1.9	100	0.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	5	9.6	2320	4.6
TOTAL	52	100.0	50717	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	23	44.2	30687	60.5
1 SEVERANCE PAY PLAN	27	51.9	18430	36.3
2 LAYOFF BENEFITS PLAN	1	1.9	1500	3.0
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	1.9	100	0.2
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	51	98.1	49217	97.0
1 PROVISION	1	1.9	1500	3.0
TOTAL	52	100.0	50717	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	30	57.7	37122	73.2
1 LESS THAN ONE YEAR	5	9.6	3048	6.0
2 ONE YEAR	11	21.2	9000	17.7
3 TWO YEARS	2	3.8	302	0.6
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	2	3.8	620	1.2
6 TEN YEARS	-	-	-	-
7 OTHER	2	3.8	625	1.2
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	23	44.2	30837	60.8
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	12	23.1	14090	27.8
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	4	7.7	1538	3.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	12	23.1	4122	8.1
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	1.9	130	0.3
TOTAL	52	100.0	50717	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	34	65.4	44548	87.8
1 LESS THAN 20 WEEKS' PAY	4	7.7	1668	3.3
2 20 WEEKS' PAY	4	7.7	608	1.2
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	1.9	140	0.3
5 30 - 52 WEEKS' PAY	5	9.6	1428	2.8
6 NO MAXIMUM	3	5.8	825	1.6
7 OTHER	1	1.9	1500	3.0
TOTAL	52	100.0	50717	100.0
FIELD 6-08 COLA				
0 NO PROVISION	36	69.2	45680	90.1
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	15	28.8	4787	9.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	1.9	250	0.5
TOTAL	52	100.0	50717	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	36	69.2	45680	90.1
1 AUTOMATIC MONTHLY ADJUSTMENT	4	7.7	747	1.5
2 AUTOMATIC QUARTERLY ADJUSTMENT	5	9.6	1088	2.1
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	4	7.7	1967	3.9
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	3	5.8	1235	2.4
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	1000	2.0
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	660	1.3
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	225	0.4
5 7 3/4 HOURS	912	1.8
6 EIGHT HOURS	47033	93.2
7 MORE THAN EIGHT HOURS	332	0.7
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	301	0.6
TOTAL	50463	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			20	7.9
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			188	74.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			22	8.7
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			24	9.4
TOTAL			254	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			1000	2.0
1 THREE DAYS			-	-
2 FOUR DAYS			332	0.7
3 FIVE DAYS			48830	96.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			125	0.2
7 OTHER			176	0.3
TOTAL			50463	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			208	81.9
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			46	18.1
TOTAL			254	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			1000	2.0
1 LESS THAN 35 HOURS			100	0.2
2 35 HOURS			790	1.6
3 37 1/2 HOURS			425	0.8
4 40 HOURS			47009	93.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			1139	2.3
TOTAL			50463	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			44	17.3
3 37 1/2 HOURS			185	72.8
4 40 HOURS			3	1.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			22	8.7
TOTAL			254	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	2	3.8	1235	2.4
1 TWO DAYS (CONSECUTIVE)	44	84.6	48297	95.2
2 TWO DAYS (NOT CONSECUTIVE)	1	1.9	178	0.4
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	1.9	125	0.2
7 OTHER	4	7.7	882	1.7
TOTAL	52	100.0	50717	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	30	57.7	19138	37.7
1 THREE HOURS' PAY	1	1.9	195	0.4
2 FOUR HOURS' PAY	12	23.1	26438	52.1
3 FULL SHIFT'S PAY	7	13.5	4344	8.6
4 OTHER	2	3.8	602	1.2
TOTAL	52	100.0	50717	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	42	80.8	46686	92.1
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	7	13.5	3194	6.3
3 OTHER	3	5.8	837	1.7
TOTAL	52	100.0	50717	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	7	13.5	3676	7.2
1 TWO FOR A TOTAL OF 20 MINUTES	25	48.1	42787	84.4
2 TWO FOR A TOTAL OF 30 MINUTES	18	34.6	3604	7.1
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	2	3.8	650	1.3
TOTAL	52	100.0	50717	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	25	48.1	44171	87.1
1 LESS THAN ONE DAY (24 HOURS)	5	9.6	885	1.7
2 ONE DAY (24 HOURS)	7	13.5	1494	2.9
3 MORE THAN ONE DAY LESS THAN THREE	6	11.5	2077	4.1
4 THREE DAYS TO LESS THAN SEVEN	3	5.8	505	1.0
5 SEVEN TO FOURTEEN DAYS	1	1.9	195	0.4
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	2	3.8	620	1.2
8 OTHER	3	5.8	770	1.5
TOTAL	52	100.0	50717	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	49	94.2	25289	49.9
1 PROVISION	3	5.8	25428	50.1
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	41	78.8	47670	94.0
1 PROVISION	11	21.2	3047	6.0
TOTAL	52	100.0	50717	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	50	96.2	50139	98.9
1 PROVISION	2	3.8	578	1.1
TOTAL	52	100.0	50717	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	46	88.5	49498	97.6
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	3.8	430	0.8
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	4	7.7	789	1.6
TOTAL	52	100.0	50717	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	9	17.3	1887	3.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	13	25.0	4614	9.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	10	19.2	37734	74.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.9	100	0.2
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	18	34.6	5382	10.6
7 OTHER	1	1.9	1000	2.0
TOTAL	52	100.0	50717	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	13	25.0	38162	75.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	17.3	3769	7.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	1.9	120	0.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	3.8	295	0.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	1.9	194	0.4
6 2 X	20	38.5	6002	11.8
7 OTHER	6	11.5	2175	4.3
TOTAL	52	100.0	50717	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	6	11.5	2413	4.8
1 1 1/2 X	14	26.9	37796	74.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.9	300	0.6
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	5.8	670	1.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	7.7	741	1.5
6 2 X	21	40.4	6697	13.2
7 OTHER	3	5.8	2100	4.1
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	15.4	2730	5.4
1 1 1/2 X	4	7.7	1029	2.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.9	300	0.6
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.9	400	0.8
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	37	71.2	44758	88.3
6 3 X	1	1.9	1500	3.0
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	6	11.5	27940	55.1
1 PAY ONLY	31	59.6	18172	35.8
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	15	28.8	4605	9.1
4 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	22	42.3	40923	80.7
1 RIGHT TO REFUSE	28	53.8	9404	18.5
2 NO RIGHT TO REFUSE	1	1.9	230	0.5
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	1.9	160	0.3
4 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	20	38.5	40232	79.3
1 BASED ON SENIORITY	15	28.8	4764	9.4
2 SHARED AMONG ALL EMPLOYEES	16	30.8	5534	10.9
3 OTHER	1	1.9	187	0.4
TOTAL	52	100.0	50717	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	38	73.1	15312	30.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	6	11.5	31550	62.2
2 1 1/2 X	1	1.9	235	0.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.9	500	1.0
5 2 X	1	1.9	1500	3.0
6 FLAT AMOUNT PER HOUR OR DAY	4	7.7	1400	2.8
7 PERCENTAGE OF REGULAR RATE	1	1.9	220	0.4
8 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	34	65.4	11372	22.4
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	1.9	150	0.3
2 1 1/2 X	6	11.5	35755	70.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	6	11.5	2778	5.5
6 FLAT AMOUNT PER HOUR OR PER DAY	3	5.8	360	0.7
7 PERCENTAGE OF REGULAR RATE	2	3.8	302	0.6
8 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	10	19.2	26548	52.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	2	3.8	707	1.4
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	1.9	120	0.2
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	11	21.2	2269	4.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	1	1.9	350	0.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	8	15.4	13257	26.1
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	10	19.2	3785	7.5
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.9	150	0.3
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	3.8	452	0.9
12 OTHER	6	11.5	3079	6.1
TOTAL	52	100.0	50717	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	19	36.5	29034	57.2
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	29	55.8	21062	41.5
2 ON DESIGNATED SHIFTS	2	3.8	319	0.6
3 1 AND 2	1	1.9	100	0.2
4 OTHER	1	1.9	202	0.4
TOTAL	52	100.0	50717	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	14	26.9	3068	6.0
1 LESS THAN $4.00	2	3.8	438	0.9
2 $4.00 TO $4.99	1	1.9	1500	3.0
3 $5.00 TO $5.99	4	7.7	980	1.9
4 $6.00 TO $6.99	2	3.8	315	0.6
5 $7.00 AND MORE	7	13.5	2968	5.9
6 MEAL PROVIDED	13	25.0	39409	77.7
7 OTHER	9	17.3	2039	4.0
TOTAL	52	100.0	50717	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	48	92.3	49034	96.7
1 1 1/2 X	1	1.9	808	1.6
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	1	1.9	230	0.5
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	3.8	645	1.3
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	44	84.6	25417	50.1
1 PROVISION	8	15.4	25300	49.9
TOTAL	52	100.0	50717	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	39	75.0	47670	94.0
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	4	7.7	912	1.8
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	8	15.4	1955	3.9
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	1	1.9	180	0.4
TOTAL	52	100.0	50717	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	7	13.5	2208	4.4
1 LESS THAN 20 CENTS PER HOUR	1	1.9	315	0.6
2 20 - 29 CENTS PER HOUR	5	9.6	1088	2.1
3 30 - 49 CENTS PER HOUR	21	40.4	39824	78.5
4 50 - 75 CENTS PER HOUR	5	9.6	2100	4.1
5 MORE THAN 75 CENTS PER HOUR	1	1.9	100	0.2
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	1	1.9	100	0.2
8 PERCENTAGE OF HOURLY WAGE RATE	3	5.8	532	1.0
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	8	15.4	4450	8.8
TOTAL	52	100.0	50717	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	10	19.2	4885	9.6
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	5.8	453	0.9
3 30 - 49 CENTS PER HOUR	12	23.1	37963	74.9
4 50 - 74 CENTS PER HOUR	8	15.4	1672	3.3
5 75 - $1.00 PER HOUR	4	7.7	1945	3.8
6 MORE THAN $1.00 PER HOUR	1	1.9	125	0.2
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	3	5.8	812	1.6
10 PERCENTAGE OF HOURLY WAGE RATE	4	7.7	710	1.4
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	7	13.5	2152	4.2
TOTAL	52	100.0	50717	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	48	92.3	49938	98.5
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	2	3.8	304	0.6
9 OTHER	2	3.8	475	0.9
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	45	86.5	49425	97.5
1 PROVISION	7	13.5	1292	2.5
TOTAL	52	100.0	50717	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	51	98.1	50617	99.8
1 PROVISION	1	1.9	100	0.2
TOTAL	52	100.0	50717	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	1.9	1000	2.0
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	7	13.5	1424	2.8
4 ELEVEN DAYS	24	46.2	42218	83.2
5 TWELVE DAYS	15	28.8	4920	9.7
6 THIRTEEN DAYS	5	9.6	1155	2.3
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	11	21.2	2940	5.8
1 MINIMUM LENGTH OF SERVICE	5	9.6	1075	2.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	1.9	500	1.0
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	2	3.8	435	0.9
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	1.9	1500	3.0
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	30	57.7	43955	86.7
7 OTHER	2	3.8	312	0.6
TOTAL	52	100.0	50717	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	15	28.8	5832	11.5
1 LESS THAN ONE MONTH	5	9.6	1011	2.0
2 ONE MONTH	18	34.6	34565	68.2
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	2	3.8	355	0.7
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	7	13.5	5595	11.0
6 OTHER	5	9.6	3359	6.6
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	5	9.6	1800	3.5
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	15.4	30588	60.3
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	35	67.3	17299	34.1
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	4	7.7	1030	2.0
TOTAL	52	100.0	50717	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	10	19.2	5230	10.3
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	33	63.5	44057	86.9
2 AN EXTRA DAY'S PAY	6	11.5	1030	2.0
3 1 OR 2	3	5.8	400	0.8
4 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	21	40.4	42578	84.0
1 ANOTHER PAID DAY OFF	22	42.3	5403	10.7
2 ANOTHER DAY'S PAY	5	9.6	805	1.6
3 1 OR 2	4	7.7	1931	3.8
4 NOT GRANTED	-	-	-	-
TOTAL	52	100.0	50717	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	25	48.1	43361	85.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	4	7.7	2300	4.5
2 ONE WEEK AFTER 6 MONTHS	1	1.9	225	0.4
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	15	28.8	3226	6.4
4 OTHER	7	13.5	1605	3.2
TOTAL	52	100.0	50717	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	1.9	1000	2.0
1 TWO WEEKS	1	1.9	520	1.0
2 THREE WEEKS	1	1.9	120	0.2
3 FOUR WEEKS	3	5.8	708	1.4
4 FIVE WEEKS	5	9.6	1193	2.4
5 SIX WEEKS	23	44.2	7074	13.9
6 SEVEN WEEKS	17	32.7	39982	78.8
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	1.9	120	0.2
TOTAL	52	100.0	50717	100.0

MANUFACTURING

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	1.9	1000	2.0
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	5	9.6	1884	3.7
3 TWO YEARS	14	26.9	38110	75.1
4 THREE YEARS	18	34.6	6517	12.8
5 FOUR YEARS	9	17.3	2423	4.8
6 FIVE YEARS	5	9.6	783	1.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

0 NO PROVISION	2	3.8	1120	2.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	3	5.8	603	1.2
6 SIX YEARS	3	5.8	1545	3.0
7 SEVEN YEARS	13	25.0	37948	74.8
8 EIGHT YEARS	12	23.1	5478	10.8
9 NINE YEARS	4	7.7	907	1.8
10 TEN YEARS	11	21.2	2363	4.7
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	2	3.8	513	1.0
13 THIRTEEN YEARS	1	1.9	120	0.2
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	1.9	120	0.2
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	5	9.6	1828	3.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	2	3.8	408	0.8
11 ELEVEN YEARS	1	1.9	194	0.4
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	3	5.8	1068	2.1
14 FOURTEEN YEARS	7	13.5	1577	3.1
15 FIFTEEN YEARS	18	34.6	40488	79.8
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	5	9.6	2908	5.7
18 EIGHTEEN YEARS	3	5.8	656	1.3
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	8	15.4	1590	3.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	13	25.0	3511	6.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	1	1.9	194	0.4
17 SEVENTEEN YEARS	2	3.8	310	0.6
18 EIGHTEEN YEARS	6	11.5	1590	3.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	12	23.1	4059	8.0
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	1	1.9	178	0.4
23 TWENTY-THREE YEARS	1	1.9	543	1.1
24 TWENTY-FOUR YEARS	8	15.4	36896	72.7
25 TWENTY-FIVE YEARS	7	13.5	3336	6.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	1.9	100	0.2
TOTAL	52	100.0	50717	100.0

MANUFACTURING

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	34	65.4	10215	20.1
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	3	5.8	454	0.9
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	4	7.7	2202	4.3
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	1	1.9	543	1.1
30	THIRTY YEARS	10	19.2	37303	73.6
31	THIRTY-ONE YEARS	52	100.0	50717	100.0
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	52	100.0	50717	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	1	1.9	1000	2.0
32 THIRTY-TWO YEARS	7	13.5	2406	4.7
33 THIRTY-THREE YEARS	21	40.4	5524	10.9
34 THIRTY-FOUR YEARS	22	42.3	41584	82.0
35 THIRTY-FIVE YEARS	1	1.9	203	0.4
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	1	1.9	1000	2.0
1 REGULAR PAY	7	13.5	2406	4.7
2 PERCENTAGE OF YEARLY GROSS EARNINGS	21	40.4	5524	10.9
3 1 OR 2, WHICHEVER IS GREATER	22	42.3	41584	82.0
4 OTHER	1	1.9	203	0.4
TOTAL	52	100.0	50717	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	30	57.7	45947	90.6
1 WITH LIMITATIONS	9	17.3	1500	3.0
2 WITHOUT LIMITATIONS	1	1.9	178	0.4
3 NOT ALLOWED	11	21.2	2886	5.7
4 OTHER	1	1.9	206	0.4
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	43	82.7	48392	95.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	1.9	350	0.7
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	5.8	869	1.7
3 OTHER	5	9.6	1106	2.2
TOTAL	52	100.0	50717	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	1	1.9	1000	2.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	2	3.8	400	0.8
3 THREE DAYS	40	76.9	46881	92.4
4 FOUR DAYS	1	1.9	206	0.4
5 FIVE DAYS	1	1.9	187	0.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	7	13.5	2043	4.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	5	9.6	1497	3.0
1 PROVISION FOR FULL REGULAR PAY	45	86.5	48465	95.6
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	2	3.8	755	1.5
TOTAL	52	100.0	50717	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	8	15.4	3002	5.9
1 PAID LEAVE	1	1.9	194	0.4
2 UNPAID LEAVE	31	59.6	42814	84.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	9	17.3	1964	3.9
4 OTHER	3	5.8	2743	5.4
TOTAL	52	100.0	50717	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	52	100.0	50717	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	51	98.1	50487	99.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	1	1.9	230	0.5
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	25	48.1	32526	64.1
1 17 WEEKS	2	3.8	1620	3.2
2 18 WEEKS	7	13.5	1253	2.5
3 19 - 25 WEEKS	2	3.8	530	1.0
4 26 WEEKS	1	1.9	350	0.7
5 27 - 52 WEEKS	7	13.5	1598	3.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	6	11.5	12138	23.9
8 OTHER	2	3.8	702	1.4
TOTAL	52	100.0	50717	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	51	98.1	50487	99.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	1.9	230	0.5
TOTAL	52	100.0	50717	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	29	55.8	43423	85.6
1 SENIORITY RETAINED	7	13.5	1311	2.6
2 SENIORITY ACCUMULATED	9	17.3	3573	7.0
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	5	9.6	1890	3.7
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	1.9	120	0.2
5 OTHER	1	1.9	400	0.8
TOTAL	52	100.0	50717	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	45	86.5	49087	96.8
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	3.8	425	0.8
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	1	1.9	230	0.5
6 FIVE DAYS	-	-	-	-
7 OTHER	4	7.7	975	1.9
TOTAL	52	100.0	50717	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	46	88.5	49162	96.9
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	5	9.6	1325	2.6
3 OTHER	1	1.9	230	0.5
TOTAL	52	100.0	50717	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	40	76.9	11762	23.2
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	10	19.2	37335	73.6
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	2	3.8	1620	3.2
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	51	98.1	50467	99.5
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	1	1.9	250	0.5
TOTAL	52	100.0	50717	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	29	55.8	9740	19.2
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	3.8	793	1.6
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	4	7.7	1186	2.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	3.8	600	1.2
4 MENTIONED BUT NOT SPECIFIED	2	3.8	432	0.9
5 OTHER	13	25.0	37966	74.9
TOTAL	52	100.0	50717	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	10	19.2	12705	25.1
1 PROVISION	42	80.8	38012	74.9
TOTAL	52	100.0	50717	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	2	3.8	222	0.4
1 HEALTH AND WELFARE FUND	12	23.1	8782	17.3
2 SERIES OF PLANS	37	71.2	41463	81.8
3 OTHER	1	1.9	250	0.5
TOTAL	52	100.0	50717	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	16	30.8	3800	7.5
1 IMMEDIATELY ON BEING EMPLOYED	1	1.9	2000	3.9
2 ONE MONTH	5	9.6	1570	3.1
3 THREE MONTHS	4	7.7	1668	3.3
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	18	34.6	38354	75.6
7 OTHER	8	15.4	3325	6.6
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	39	75.0	45165	89.1
1 LESS THAN 20 CENTS PER HOUR	1	1.9	520	1.0
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	1	1.9	195	0.4
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	4	7.7	2812	5.5
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	3	5.8	1300	2.6
9 OTHER	4	7.7	725	1.4
TOTAL	52	100.0	50717	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	4	7.7	1432	2.8
1 100% OF PREMIUM	34	65.4	44972	88.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.8	250	0.5
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	3.8	220	0.4
5 50% OF PREMIUM	4	7.7	803	1.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	9.6	2920	5.8
10 OTHER	1	1.9	120	0.2
TOTAL	52	100.0	50717	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	7	13.5	1822	3.6
1 100% OF PREMIUM	32	61.5	44292	87.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.8	260	0.5
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	3.8	620	1.2
5 50% OF PREMIUM	1	1.9	178	0.4
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.9	225	0.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	13.5	3320	6.5
10 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	15	28.8	3697	7.3
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	2	3.8	1600	3.2
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	19	36.5	41698	82.2
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	15	28.8	3544	7.0
7 OTHER	1	1.9	178	0.4
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	33	63.5	44999	88.7
1 ONE TO SIX DAYS	11	21.2	2268	4.5
2 SEVEN TO TWELVE DAYS	5	9.6	1252	2.5
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	1	1.9	178	0.4
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	2	3.8	2020	4.0
TOTAL	52	100.0	50717	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	37	71.2	45613	89.9
1 30 DAYS OR LESS	10	19.2	3892	7.7
2 31 TO 90 DAYS	2	3.8	260	0.5
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	1.9	206	0.4
9 OTHER	2	3.8	746	1.5
TOTAL	52	100.0	50717	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	38	73.1	45800	90.3
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	4	7.7	2181	4.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	3.8	968	1.9
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	4	7.7	690	1.4
5 OTHER	4	7.7	1078	2.1
TOTAL	52	100.0	50717	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	14	26.9	3830	7.6
1 100% OF PREMIUM	22	42.3	40754	80.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.8	260	0.5
3 75% OF PREMIUM	1	1.9	120	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	5.8	869	1.7
5 50% OF PREMIUM	2	3.8	385	0.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	1	1.9	500	1.0
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	11.5	3479	6.9
9 OTHER	1	1.9	520	1.0
TOTAL	52	100.0	50717	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	15	28.8	3850	7.6
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	10	19.2	1910	3.8
4 39 WEEKS	-	-	-	-
5 52 WEEKS	13	25.0	38847	76.6
6 VARIES ACCORDING TO LENGTH OF SERVICE	3	5.8	485	1.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	9	17.3	5322	10.5
8 OTHER	2	3.8	303	0.6
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	13	25.0	3430	6.8
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	1	1.9	120	0.2
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	16	30.8	39561	78.0
5 PERCENTAGE OF EARNINGS	11	21.2	1998	3.9
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	1.9	350	0.7
7 VARIES ACCORDING TO EARNINGS	5	9.6	1267	2.5
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	9.6	3991	7.9
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	26	50.0	7854	15.5
1 PROVISION	26	50.0	42863	84.5
TOTAL	52	100.0	50717	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	4	7.7	552	1.1
1 100% OF PREMIUM	33	63.5	44812	88.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.8	260	0.5
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.9	100	0.2
5 50% OF PREMIUM	3	5.8	448	0.9
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	4	7.7	552	1.1
1 $5,000 OR LESS	2	3.8	250	0.5
2 $5,001 TO $10,000	5	9.6	894	1.8
3 $10,001 TO $15,000	3	5.8	970	1.9
4 $15,001 TO $20,000	5	9.6	849	1.7
5 MORE THAN $20,000	17	32.7	40985	80.8
6 VARIES ACCORDING TO EARNINGS	7	13.5	1672	3.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	26.9	2610	5.1
1 100% OF PREMIUM	26	50.0	43164	85.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.9	100	0.2
5 50% OF PREMIUM	1	1.9	120	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.9	178	0.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
10 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	26.9	2610	5.1
1 $5,000 OR LESS	1	1.9	113	0.2
2 $5,001 TO $10,000	2	3.8	306	0.6
3 $10,001 TO $15,000	2	3.8	470	0.9
4 $15,001 TO $20,000	5	9.6	849	1.7
5 MORE THAN $20,000	13	25.0	40317	79.5
6 VARIES ACCORDING TO EARNINGS	4	7.7	1209	2.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	3.8	298	0.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	5	9.6	1012	2.0
1 100% OF PREMIUM	28	53.8	43816	86.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.8	260	0.5
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.9	100	0.2
5 50% OF PREMIUM	4	7.7	593	1.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	5.8	391	0.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
9 OTHER	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	4	7.7	662	1.3
1 BASIC (A)	1	1.9	120	0.2
2 BASIC AND EXTENDED (A AND B)	5	9.6	1936	3.8
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	27	51.9	41158	81.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	9.6	2183	4.3
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	9	17.3	4545	9.0
7 OTHER	1	1.9	113	0.2
TOTAL	52	100.0	50717	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	17	32.7	34991	69.0
1 PROVISION	35	67.3	15726	31.0
TOTAL	52	100.0	50717	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	21	40.4	35241	69.5
1 UNION	11	21.2	4790	9.4
2 MANAGEMENT	7	13.5	2754	5.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	8	15.4	6380	12.6
4 ADMINISTERED BY SEPARATE TRUSTEES	1	1.9	102	0.2
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	4	7.7	1450	2.9
TOTAL	52	100.0	50717	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	36	69.2	44241	87.2
1 PROVISION	16	30.8	6476	12.8
TOTAL	52	100.0	50717	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	3.8	25100	49.5
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	3	5.8	1184	2.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	13	25.0	3403	6.7
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	19	36.5	15037	29.6
4 BY UNION REPRESENTATIVE	9	17.3	4455	8.8
5 BY GRIEVANCE COMMITTEE	3	5.8	593	1.2
6 BY WRITTEN NOTICE	2	3.8	715	1.4
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	1	1.9	230	0.5
TOTAL	52	100.0	50717	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	15	28.8	28061	55.3
1 72 HOURS OR LESS	2	3.8	355	0.7
2 FIVE DAYS	7	13.5	3578	7.0
3 ONE WEEK	2	3.8	452	0.9
4 TEN DAYS	7	13.5	1356	2.7
5 TWO WEEKS	5	9.6	12470	24.6
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	8	15.4	3344	6.6
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	1.9	120	0.2
10 OTHER	5	9.6	1031	2.0
TOTAL	52	100.0	50717	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	32	61.5	46114	90.9
1 PROVISION	20	38.5	4603	9.1
TOTAL	52	100.0	50717	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	50	96.2	50024	98.6
1 PROVISION	2	3.8	693	1.4
TOTAL	52	100.0	50717	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	33	63.5	44428	87.6
1 PROVISION	19	36.5	6289	12.4
TOTAL	52	100.0	50717	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	35	67.3	40372	79.6
1 PROVISION	17	32.7	10345	20.4
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	2	3.8	25100	49.5
1 SINGLE ARBITRATOR	11	21.2	3017	5.9
2 PERMANENT UMPIRE (NAMED)	1	1.9	125	0.2
3 TRIPARTITE BOARD	24	46.2	12088	23.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	12	23.1	9935	19.6
6 OTHER	2	3.8	452	0.9
TOTAL	52	100.0	50717	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	37	71.2	35381	69.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	15	28.8	15336	30.2
TOTAL	52	100.0	50717	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	49	94.2	45995	90.7
1 PROVISION	3	5.8	4722	9.3
TOTAL	52	100.0	50717	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	12	23.1	3626	7.1
1 JOINT SAFETY COMMITTEE	39	75.0	46989	92.6
2 OTHER	1	1.9	102	0.2
TOTAL	52	100.0	50717	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	14	26.9	3858	7.6
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	19	36.5	12116	23.9
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	1.9	203	0.4
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.9	120	0.2
4 RIGHT TO UNDERTAKE INSPECTIONS	3	5.8	2165	4.3
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	3	5.8	5500	10.8
7 COMBINATION OF 2, 3 AND 4	7	13.5	25515	50.3
8 OTHER	4	7.7	1240	2.4
TOTAL	52	100.0	50717	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	15	28.8	4158	8.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	23	44.2	6917	13.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	14	26.9	39642	78.2
TOTAL	52	100.0	50717	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	11	21.2	3192	6.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	30	57.7	37203	73.4
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	4	7.7	2137	4.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	3.8	348	0.7
4 OTHER	5	9.6	7837	15.5
TOTAL	52	100.0	50717	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	38	73.1	47490	93.6
1 PROVISION	14	26.9	3227	6.4
TOTAL	52	100.0	50717	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	50	96.2	50239	99.1
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	1.9	300	0.6
4 OTHER	1	1.9	178	0.4
TOTAL	52	100.0	50717	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	43	82.7	38380	75.7
1 PROVISION	9	17.3	12337	24.3
TOTAL	52	100.0	50717	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	42	80.8	23158	45.7
1 PROVISION	10	19.2	27559	54.3
TOTAL	52	100.0	50717	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	45	86.5	48880	96.4
1 POLICY STATEMENT ONLY	3	5.8	975	1.9
2 POLICY AND/OR COMPLAINT PROCEDURE	4	7.7	862	1.7
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	52	100.0	50717	100.0
1 PROVISION	-	-	-	-
TOTAL	52	100.0	50717	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	44	84.6	13548	26.7
1 PROVISION	8	15.4	37169	73.3
TOTAL	52	100.0	50717	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	51	98.1	49909	98.4
1 PROVISION	1	1.9	808	1.6
TOTAL	52	100.0	50717	100.0

MANUFACTURING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	19	36.5	40598	80.0
1 PROVISION	33	63.5	10119	20.0
TOTAL	52	100.0	50717	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	19	36.5	4600	9.1
1 PROVISION	33	63.5	46117	90.9
TOTAL	52	100.0	50717	100.0

PART I: d
CONSTRUCTION

(12 agreements covering 30,225 employees)

CONSTRUCTION

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	-	-	-	-
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	66.7	14750	48.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	8.3	9000	29.8
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	3	25.0	6475	21.4
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	-	-	-	-
2 200 - 499 EMPLOYEES	3	25.0	800	2.6
3 500 - 999 EMPLOYEES	1	8.3	600	2.0
4 1000 - 4999 EMPLOYEES	7	58.3	19825	65.6
5 5000 - 9,999 EMPLOYEES	1	8.3	9000	29.8
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	12	100.0	30225	100.0
1 FEDERAL	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	12	100.0	30225	100.0
1 PUBLIC	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	11	91.7	29975	99.2
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	1	8.3	250	0.8
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	-	-	-	-
1 1ST HALF OF 1986	-	-	-	-
2 2ND HALF OF 1986	-	-	-	-
3 1ST HALF OF 1987	4	33.3	9750	32.3
4 2ND HALF OF 1987	-	-	-	-
5 1ST HALF OF 1988	8	66.7	20475	67.7
6 2ND HALF OF 1988	-	-	-	-
7 LATER THAN 1988	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	1	8.3	200	0.7
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	11	91.7	30025	99.3
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	12	100.0	30225	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	7	58.3	26325	87.1
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	5	41.7	3900	12.9
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	1	8.3	1600	5.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	9	75.0	26875	88.9
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	-	-	-	-
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	8.3	1500	5.0
6 OTHER	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	11	91.7	29975	99.2
2 UNION SHOP	-	-	-	-
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	1	8.3	250	0.8
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	8.3	3500	11.6
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	10	83.3	26475	87.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	1	8.3	250	0.8
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	4	33.3	14575	48.2
1 CROSS PICKET LINES	-	-	-	-
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	1	8.3	2500	8.3
4 COMBINATION OF 1, 2, AND/OR 3	7	58.3	13150	43.5
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	8	66.7	20475	67.7
1 UNION HIRING HALL	3	25.0	9500	31.4
2 EMPLOYER (PLANT, BARGAINING UNIT)	-	-	-	-
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	-	-	-	-
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	11	91.7	29975	99.2
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	1	8.3	250	0.8
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	12	100.0	30225	100.0
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	8	66.7	25125	83.1
1 STRAIGHT SENIORITY	1	8.3	250	0.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	8.3	2000	6.6
5 OTHER	2	16.7	2850	9.4
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	1	8.3	4725	15.6
1 LESS THAN 24 HOURS	10	83.3	25250	83.5
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	1	8.3	250	0.8
5 TWO WEEKS	-	-	-	-
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	10	83.3	26475	87.6
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	1	8.3	250	0.8
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	1	8.3	3500	11.6
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	11	91.7	29975	99.2
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	1	8.3	250	0.8
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	11	91.7	29975	99.2
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	-	-	-	-
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	-	-	-	-
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	8.3	250	0.8
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	12	100.0	30225	100.0
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	11	91.7	29975	99.2
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	1	8.3	250	0.8
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	9	75.0	20725	68.6
1 FOR UNION OFFICIALS	2	16.7	6000	19.9
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	11	91.7	29975	99.2
1 PROVISION	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	9	75.0	25775	85.3
1 OLDER WORKERS	2	16.7	1950	6.5
2 DISABLED WORKERS	-	-	-	-
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	2	16.7	6725	22.2
1 APPRENTICESHIP	8	66.7	19750	65.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	1	8.3	250	0.8
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	5	41.7	14475	47.9
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	4	33.3	5950	19.7
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	8.3	9000	29.8
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	8.3	200	0.7
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	8.3	600	2.0
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	12	100.0	30225	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	7	58.3	15800	52.3
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	3	25.0	9500	31.4
3 RATE OF TEMPORARY JOB	2	16.7	4925	16.3
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	12	100.0	30225	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	8	66.7	25325	83.8
1 PROHIBITED	4	33.3	4900	16.2
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	8	66.7	19250	63.7
1 UNION-MANAGEMENT CONSULTATION ONLY	-	-	-	-
2 ARBITRATION IF CONSULTATION FAILS	3	25.0	10725	35.5
3 OTHER	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	27475	90.9
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS	-	-	-	-
3 SIX MONTHS	1	8.3	250	0.8
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	-	-	-	-
6 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	11	91.7	27725	91.7
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	-	-	-	-
3 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	10	83.3	27475	90.9
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	1	8.3	250	0.8
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	11	91.7	29975	99.2
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	1	8.3	250	0.8
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	91.7	29975	99.2
1 ONE WEEK'S PAY PER YEAR OF SERVICE	1	8.3	250	0.8
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	11	91.7	29975	99.2
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	1	8.3	250	0.8
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	11	91.7	27725	91.7
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	10	83.3	27475	90.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	-	-	-	-
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	8.3	250	0.8
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	-	-	-	-
6 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	10	83.3	27475	90.9
1 COMPANY PROGRAM	-	-	-	-
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	8.3	250	0.8
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	12	100.0	30225	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	25.0	9500	31.4
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	6	50.0	8625	28.5
3 IRREGULARLY SCHEDULED WAGE INCREASES	3	25.0	12100	40.0
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	12	100.0	30225	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	12	100.0	30225	100.0
1 SEVERANCE PAY PLAN	-	-	-	-
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	11	91.7	27725	91.7
1 PROVISION	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	12	100.0	30225	100.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	12	100.0	30225	100.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-08 COLA				
0 NO PROVISION	9	75.0	20725	68.6
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	3	25.0	9500	31.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	9	75.0	20725	68.6
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	3	25.0	9500	31.4
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	29975	99.2
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	250	0.8
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	30225	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			0	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			2200	7.3
3 FIVE DAYS			28025	92.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			30225	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			-	-
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			0	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			29975	99.2
4 40 HOURS			250	0.8
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			30225	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			-	-
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			0	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	12	100.0	30225	100.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	4	33.3	3900	12.9
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	7	58.3	21600	71.5
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	8.3	4725	15.6
TOTAL	12	100.0	30225	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	12	100.0	30225	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	1	8.3	4725	15.6
1 TWO FOR A TOTAL OF 20 MINUTES	9	75.0	22650	74.9
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	8.3	2500	8.3
6 OTHER	1	8.3	350	1.2
TOTAL	12	100.0	30225	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	6	50.0	14200	47.0
1 LESS THAN ONE DAY (24 HOURS)	4	33.3	7300	24.2
2 ONE DAY (24 HOURS)	-	-	-	-
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	8.3	4725	15.6
8 OTHER	1	8.3	4000	13.2
TOTAL	12	100.0	30225	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	10	83.3	25250	83.5
1 PROVISION	2	16.7	4975	16.5
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	9	75.0	21225	70.2
1 PROVISION	3	25.0	9000	29.8
TOTAL	12	100.0	30225	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	11	91.7	25500	84.4
1 PROVISION	1	8.3	4725	15.6
TOTAL	12	100.0	30225	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	11	91.7	29625	98.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	1	8.3	600	2.0
TOTAL	12	100.0	30225	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	25.0	9500	31.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	66.7	20475	67.7
7 OTHER	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	1	8.3	250	0.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	66.7	20475	67.7
7 OTHER	3	25.0	9500	31.4
TOTAL	12	100.0	30225	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	8.3	4000	13.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	9	75.0	20725	68.6
7 OTHER	2	16.7	5500	18.2
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	12	100.0	30225	100.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	1	8.3	250	0.8
1 PAY ONLY	11	91.7	29975	99.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	12	100.0	30225	100.0
1 RIGHT TO REFUSE	-	-	-	-
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	12	100.0	30225	100.0
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	5	41.7	8625	28.5
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	2	16.7	600	2.0
2 1 1/2 X	3	25.0	9500	31.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	16.7	11500	38.0
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	8	66.7	18225	60.3
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	4	33.3	12000	39.7
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	4	33.3	5450	18.0
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	3	25.0	4700	15.6
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	2	16.7	13000	43.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	1	8.3	350	1.2
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	8.3	4725	15.6
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	1	8.3	2000	6.6
TOTAL	12	100.0	30225	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	2	16.7	600	2.0
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	9	75.0	29425	97.4
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	8.3	200	0.7
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	3	25.0	4350	14.4
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	-	-	-	-
6 MEAL PROVIDED	9	75.0	25875	85.6
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	8	66.7	21475	71.1
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	4	33.3	8750	28.9
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	8	66.7	23625	78.2
1 PROVISION	4	33.3	6600	21.8
TOTAL	12	100.0	30225	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	4	33.3	9750	32.3
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	2	16.7	6325	20.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	6	50.0	14150	46.8
TOTAL	12	100.0	30225	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	8.3	250	0.8
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	1	8.3	1500	5.0
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	8	66.7	26675	88.3
8 PERCENTAGE OF HOURLY WAGE RATE	2	16.7	1800	6.0
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	1	8.3	9000	29.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	8.3	250	0.8
4 50 - 74 CENTS PER HOUR	-	-	-	-
5 75 - $1.00 PER HOUR	-	-	-	-
6 MORE THAN $1.00 PER HOUR	1	8.3	1500	5.0
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	8.3	350	1.2
9 TWO HOUR'S PAY PER SHIFT	6	50.0	17325	57.3
10 PERCENTAGE OF HOURLY WAGE RATE	2	16.7	1800	6.0
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	12	100.0	30225	100.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	4	33.3	13725	45.4
1 PROVISION	8	66.7	16500	54.6
TOTAL	12	100.0	30225	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	1	8.3	250	0.8
5 TWELVE DAYS	3	25.0	9500	31.4
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	8	66.7	20475	67.7
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	11	91.7	25500	84.4
1 MINIMUM LENGTH OF SERVICE	1	8.3	4725	15.6
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	-	-	-	-
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	11	91.7	25500	84.4
1 LESS THAN ONE MONTH	1	8.3	4725	15.6
2 ONE MONTH	-	-	-	-
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	8.3	250	0.8
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	8	66.7	20475	67.7
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	3	25.0	9500	31.4
TOTAL	12	100.0	30225	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	3	25.0	6250	20.7
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	8	66.7	20475	67.7
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 OTHER	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	12	100.0	30225	100.0
1 ANOTHER PAID DAY OFF	-	-	-	-
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	12	100.0	30225	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	11	91.7	26725	88.4
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 OTHER	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	3	25.0	8975	29.7
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	8	66.7	19250	63.7
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	-	-	-	-
5 SIX WEEKS	-	-	-	-
6 SEVEN WEEKS	-	-	-	-
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	8.3	2000	6.6
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	2	16.7	4975	16.5
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	10	83.3	25250	83.5
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	100.0	30225	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	12	100.0	30225	100.0
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	-	-	-	-
32 THIRTY-TWO YEARS	1	8.3	350	1.2
33 THIRTY-THREE YEARS	11	91.7	29875	98.8
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	1	8.3	350	1.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	11	91.7	29875	98.8
3 1 OR 2, WHICHEVER IS GREATER	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	12	100.0	30225	100.0
1 WITH LIMITATIONS	-	-	-	-
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	12	100.0	30225	100.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	7	58.3	11475	38.0
1 ONE DAY	3	25.0	9500	31.4
2 TWO DAYS	-	-	-	-
3 THREE DAYS	1	8.3	250	0.8
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	-	-	-	-
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	8.3	9000	29.8
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	11	91.7	29975	99.2
1 PROVISION FOR FULL REGULAR PAY	1	8.3	250	0.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	9	75.0	26125	86.4
1 PAID LEAVE	1	8.3	3500	11.6
2 UNPAID LEAVE	2	16.7	600	2.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	12	100.0	30225	100.0
1 17 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	12	100.0	30225	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	12	100.0	30225	100.0
1 SENIORITY RETAINED	-	-	-	-
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	-	-	-	-
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	12	100.0	30225	100.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	12	100.0	30225	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	11	91.7	29975	99.2
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	1	8.3	250	0.8
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	11	91.7	29975	99.2
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	3	25.0	10000	33.1
1 PROVISION	9	75.0	20225	66.9
TOTAL	12	100.0	30225	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	11	91.7	29975	99.2
2 SERIES OF PLANS	1	8.3	250	0.8
3 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	9	75.0	24475	81.0
1 IMMEDIATELY ON BEING EMPLOYED	1	8.3	2000	6.6
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	1	8.3	250	0.8
7 OTHER	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	1	8.3	250	0.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	7	58.3	14375	47.6
7 MORE THAN $1.00 PER HOUR	4	33.3	15600	51.6
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	11	91.7	29975	99.2
10 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	8.3	3500	11.6
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	10	83.3	26475	87.6
10 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	10	83.3	28475	94.2
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	2	16.7	1750	5.8
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	12	100.0	30225	100.0
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	12	100.0	30225	100.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	12	100.0	30225	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	10	83.3	28475	94.2
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	1500	5.0
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	10	83.3	28475	94.2
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	-	-	-	-
5 52 WEEKS	1	8.3	250	0.8
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	1500	5.0
8 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	10	83.3	28475	94.2
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	1	8.3	250	0.8
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	8.3	1500	5.0
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	11	91.7	29975	99.2
1 PROVISION	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	11	91.7	29975	99.2
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	1	8.3	250	0.8
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	11	91.7	29975	99.2
9 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	11	91.7	29975	99.2
10 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	1	8.3	250	0.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	11	91.7	29975	99.2
TOTAL	12	100.0	30225	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	8.3	250	0.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	11	91.7	29975	99.2
TOTAL	12	100.0	30225	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	1	8.3	250	0.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	11	91.7	29975	99.2
TOTAL	12	100.0	30225	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	1	8.3	250	0.8
1 PROVISION	11	91.7	29975	99.2
TOTAL	12	100.0	30225	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	3	25.0	2100	6.9
1 UNION	5	41.7	14425	47.7
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	16.7	3100	10.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	2	16.7	10600	35.1
TOTAL	12	100.0	30225	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	-	-	-	-
1 PROVISION	12	100.0	30225	100.0
TOTAL	12	100.0	30225	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	1	8.3	250	0.8
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	-	-	-	-
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	-	-	-	-
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	1	8.3	1500	5.0
4 BY UNION REPRESENTATIVE	8	66.7	26675	88.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	8.3	1600	5.3
8 OTHER	1	8.3	200	0.7
TOTAL	12	100.0	30225	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	2	16.7	850	2.8
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	-	-	-	-
3 ONE WEEK	2	16.7	2850	9.4
4 TEN DAYS	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	5	41.7	16800	55.6
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	8.3	3500	11.6
10 OTHER	2	16.7	6225	20.6
TOTAL	12	100.0	30225	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	7	58.3	14500	48.0
1 PROVISION	5	41.7	15725	52.0
TOTAL	12	100.0	30225	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	11	91.7	28225	93.4
1 PROVISION	1	8.3	2000	6.6
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	8.3	250	0.8
1 SINGLE ARBITRATOR	-	-	-	-
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	11	91.7	29975	99.2
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	11	91.7	27725	91.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	8.3	2500	8.3
TOTAL	12	100.0	30225	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	1	8.3	3500	11.6
1 JOINT SAFETY COMMITTEE	9	75.0	20725	68.6
2 OTHER	2	16.7	6000	19.9
TOTAL	12	100.0	30225	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	3	25.0	9500	31.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	7	58.3	18975	62.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	1	8.3	250	0.8
8 OTHER	1	8.3	1500	5.0
TOTAL	12	100.0	30225	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	3	25.0	9500	31.4
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	8	66.7	20475	67.7
2 PROVISION FOR PAY OF SAFETY COMMITTEE	1	8.3	250	0.8
TOTAL	12	100.0	30225	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	1	8.3	1600	5.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	10	83.3	28425	94.0
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	8.3	200	0.7
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	6	50.0	14200	47.0
1 PROVISION	6	50.0	16025	53.0
TOTAL	12	100.0	30225	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	12	100.0	30225	100.0
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	1	8.3	200	0.7
1 PROVISION	11	91.7	30025	99.3
TOTAL	12	100.0	30225	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	11	91.7	21225	70.2
1 POLICY STATEMENT ONLY	1	8.3	9000	29.8
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	12	100.0	30225	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	30225	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	9	75.0	20625	68.2
1 PROVISION	3	25.0	9600	31.8
TOTAL	12	100.0	30225	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	11	91.7	26725	88.4
1 PROVISION	1	8.3	3500	11.6
TOTAL	12	100.0	30225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	9	75.0	23975	79.3
1 PROVISION	3	25.0	6250	20.7
TOTAL	12	100.0	30225	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	5	41.7	15725	52.0
1 PROVISION	7	58.3	14500	48.0
TOTAL	12	100.0	30225	100.0

PART I: e
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

(23 agreements covering 26,774 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	18	78.3	24717	92.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	17.4	1917	7.2
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	4.3	140	0.5
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	8	34.8	1198	4.5
2 200 - 499 EMPLOYEES	6	26.1	1664	6.2
3 500 - 999 EMPLOYEES	4	17.4	2442	9.1
4 1000 - 4999 EMPLOYEES	4	17.4	10470	39.1
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	12	52.2	10411	38.9
1 FEDERAL	11	47.8	16363	61.1
TOTAL	23	100.0	26774	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	17	73.9	15672	58.5
1 PUBLIC	6	26.1	11102	41.5
TOTAL	23	100.0	26774	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	10	43.5	15424	57.6
3 MORE THAN 2 YEARS, LESS THAN 3	1	4.3	205	0.8
4 3 YEARS	11	47.8	8468	31.6
5 MORE THAN 3 YEARS	1	4.3	2677	10.0
6 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	1	4.3	467	1.7
1 1ST HALF OF 1986	2	8.7	3775	14.1
2 2ND HALF OF 1986	9	39.1	17670	66.0
3 1ST HALF OF 1987	6	26.1	4065	15.2
4 2ND HALF OF 1987	1	4.3	140	0.5
5 1ST HALF OF 1988	3	13.0	415	1.6
6 2ND HALF OF 1988	-	-	-	-
7 LATER THAN 1988	1	4.3	242	0.9
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	9	39.1	5282	19.7
4 VANCOUVER ISLAND	1	4.3	120	0.4
5 CENTRAL INTERIOR	1	4.3	193	0.7
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	11	47.8	20994	78.4
9 INTER-PROVINCIAL	1	4.3	185	0.7
TOTAL	23	100.0	26774	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	8	34.8	18790	70.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	5	21.7	5469	20.4
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	5	21.7	1780	6.6
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	21.7	735	2.7
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	6	26.1	5310	19.8
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	4	17.4	1422	5.3
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	3	13.0	812	3.0
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	2	8.7	2870	10.7
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	5	21.7	13634	50.9
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	4.3	115	0.4
6 OTHER	2	8.7	2611	9.8
TOTAL	23	100.0	26774	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	4	17.4	955	3.6
2 UNION SHOP	12	52.2	11456	42.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	17.4	2993	11.2
4 MAINTENANCE OF MEMBERSHIP	1	4.3	120	0.4
5 RAND FORMULA	1	4.3	250	0.9
6 OTHER	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	15	65.2	11926	44.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	8	34.8	14848	55.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	10	43.5	10133	37.8
1 CROSS PICKET LINES	8	34.8	14726	55.0
2 HOT CARGOES	1	4.3	120	0.4
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	4	17.4	1795	6.7
5 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	1	4.3	680	2.5
2 EMPLOYER (PLANT, BARGAINING UNIT)	11	47.8	4623	17.3
3 DEPARTMENT (BRANCH, DIVISION)	2	8.7	400	1.5
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	3	13.0	13862	51.8
6 EMPLOYER AND CRAFT	3	13.0	3134	11.7
7 COMBINATION OF THE ABOVE	1	4.3	512	1.9
8 OTHER	2	8.7	3563	13.3
TOTAL	23	100.0	26774	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	3	13.0	1280	4.8
1 ONE CALENDAR MONTH	5	21.7	795	3.0
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	7	30.4	6748	25.2
4 SIX CALENDAR MONTHS	3	13.0	1293	4.8
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	5	21.7	16658	62.2
TOTAL	23	100.0	26774	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	3	13.0	3653	13.6
1 STRAIGHT SENIORITY	2	8.7	11140	41.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	8	34.8	2172	8.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	21.7	3599	13.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	17.4	5698	21.3
5 OTHER	1	4.3	512	1.9
TOTAL	23	100.0	26774	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	1	4.3	2361	8.8
1 STRAIGHT SENIORITY	4	17.4	778	2.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	12	52.2	19174	71.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	13.0	805	3.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	8.7	3144	11.7
5 OTHER	1	4.3	512	1.9
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	5	21.7	3286	12.3
1 LESS THAN 24 HOURS	2	8.7	345	1.3
2 24 HOURS TO 48 HOURS	3	13.0	1450	5.4
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	8.7	930	3.5
6 ONE MONTH	3	13.0	450	1.7
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	4	17.4	6186	23.1
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	4	17.4	14127	52.8
TOTAL	23	100.0	26774	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	3	13.0	2804	10.5
1 STRAIGHT SENIORITY	4	17.4	4215	15.7
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	43.5	15211	56.8
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	13.0	1280	4.8
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	8.7	3144	11.7
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	4.3	120	0.4
TOTAL	23	100.0	26774	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	5	21.7	3548	13.3
1 FAILURE TO REPORT WHEN NOTIFIED	3	13.0	580	2.2
2 AFTER A SPECIFIED PERIOD OFF WORK	2	8.7	5432	20.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	13	56.5	17214	64.3
TOTAL	23	100.0	26774	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	3	13.0	2961	11.1
1 LESS THAN SIX MONTHS	1	4.3	467	1.7
2 SIX MONTHS	2	8.7	357	1.3
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	9	39.1	12933	48.3
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	3	13.0	3531	13.2
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	13.0	3012	11.2
8 NOT SPECIFIED OR INDEFINITE	2	8.7	3513	13.1
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	15	65.2	19203	71.7
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	1	4.3	850	3.2
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	1	4.3	242	0.9
5 OTHER	6	26.1	6479	24.2
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	12	52.2	19429	72.6
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	8	34.8	4544	17.0
3 SENIORITY RETAINED INDEFINITELY	1	4.3	300	1.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	2	8.7	2501	9.3
5 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	21	91.3	15307	57.2
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	8.7	11467	42.8
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	4	17.4	1692	6.3
1 PROVISION	19	82.6	25082	93.7
TOTAL	23	100.0	26774	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	17	73.9	22486	84.0
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	3	13.0	2911	10.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	3	13.0	1377	5.1
TOTAL	23	100.0	26774	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	18	78.3	23608	88.2
1 PROVISION	5	21.7	3166	11.8
TOTAL	23	100.0	26774	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	2	8.7	542	2.0
1 APPRENTICESHIP	2	8.7	355	1.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	3	13.0	832	3.1
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	4.3	150	0.6
4 1 AND 2	2	8.7	2849	10.6
5 1 AND 3	1	4.3	11000	41.1
6 2 AND 3	5	21.7	6344	23.7
7 1, 2 AND 3	2	8.7	378	1.4
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	2	8.7	2822	10.5
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	4.3	140	0.5
10 OTHER	2	8.7	1362	5.1
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	19	82.6	23527	87.9
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	4.3	205	0.8
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	4.3	680	2.5
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	2	8.7	2362	8.8
TOTAL	23	100.0	26774	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	22	95.7	26262	98.1
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	4.3	512	1.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	4	17.4	1917	7.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	17	73.9	21474	80.2
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	8.7	3383	12.6
TOTAL	23	100.0	26774	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	16	69.6	23001	85.9
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	13.0	625	2.3
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	8.7	320	1.2
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	2	8.7	2828	10.6
TOTAL	23	100.0	26774	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	15	65.2	22302	83.3
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	5	21.7	3297	12.3
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	3	13.0	1175	4.4
TOTAL	23	100.0	26774	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	15	65.2	11454	42.8
1 UNION-MANAGEMENT CONSULTATION ONLY	2	8.7	398	1.5
2 ARBITRATION IF CONSULTATION FAILS	5	21.7	14622	54.6
3 OTHER	1	4.3	300	1.1
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	10	43.5	3657	13.7
1 LESS THAN THREE MONTHS	6	26.1	12127	45.3
2 THREE MONTHS	1	4.3	2169	8.1
3 SIX MONTHS	2	8.7	270	1.0
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	4.3	3263	12.2
6 OTHER	3	13.0	5288	19.8
TOTAL	23	100.0	26774	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	11	47.8	5734	21.4
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	4	17.4	11772	44.0
2 CONSULTATION - DETAILS UNSPECIFIED	7	30.4	6005	22.4
3 OTHER	1	4.3	3263	12.2
TOTAL	23	100.0	26774	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	17	73.9	20654	77.1
1 PROVISION	6	26.1	6120	22.9
TOTAL	23	100.0	26774	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	9	39.1	3982	14.9
1 STRAIGHT LAYOFF	2	8.7	325	1.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	7	30.4	7380	27.6
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	4.3	467	1.7
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	2	8.7	357	1.3
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	2	8.7	14263	53.3
TOTAL	23	100.0	26774	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	14	60.9	18999	71.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	5	21.7	6183	23.1
3 TWO YEARS	2	8.7	930	3.5
4 THREE YEARS	1	4.3	150	0.6
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	4.3	512	1.9
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	47.8	18157	67.8
1 ONE WEEK'S PAY PER YEAR OF SERVICE	7	30.4	7250	27.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	8.7	830	3.1
3 VARIES ACCORDING TO LENGTH OF SERVICE	1	4.3	145	0.5
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	8.7	392	1.5
TOTAL	23	100.0	26774	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	15	65.2	22346	83.5
1 LESS THAN 20 WEEKS' PAY	1	4.3	150	0.6
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	1	4.3	2361	8.8
4 30 - 51 WEEKS' PAY	1	4.3	680	2.5
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	3	13.0	850	3.2
7 OTHER	2	8.7	387	1.4
TOTAL	23	100.0	26774	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	18	78.3	12126	45.3
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	4.3	120	0.4
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	2	8.7	3413	12.7
6 OTHER	2	8.7	11115	41.5
TOTAL	23	100.0	26774	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	10	43.5	3617	13.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	5	21.7	3151	11.8
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	1	4.3	193	0.7
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	5	21.7	19451	72.6
6 OTHER	2	8.7	362	1.4
TOTAL	23	100.0	26774	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	11	47.8	3680	13.7
1 COMPANY PROGRAM	6	26.1	19455	72.7
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	2	8.7	320	1.2
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	3	13.0	3069	11.5
5 OTHER	1	4.3	250	0.9
TOTAL	23	100.0	26774	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	23	100.0	26774	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	19	82.6	10000	37.3
1 EMPLOYER PAYS FULL COST	3	13.0	5774	21.6
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	4	17.4	768	2.9
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	4.3	2677	10.0
2 WAGE ADJUSTMENT YEARLY	13	56.5	18032	67.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	5	21.7	5297	19.8
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	23	100.0	26774	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	8	34.8	12605	47.1
1 SEVERANCE PAY PLAN	13	56.5	10756	40.2
2 LAYOFF BENEFITS PLAN	1	4.3	150	0.6
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	1	4.3	3263	12.2
TOTAL	23	100.0	26774	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	22	95.7	26624	99.4
1 PROVISION	1	4.3	150	0.6
TOTAL	23	100.0	26774	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	14	60.9	19415	72.5
1 LESS THAN ONE YEAR	1	4.3	242	0.9
2 ONE YEAR	5	21.7	5775	21.6
3 TWO YEARS	1	4.3	680	2.5
4 THREE YEARS	1	4.3	150	0.6
5 FIVE YEARS	1	4.3	512	1.9
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	9	39.1	15868	59.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	6	26.1	4565	17.1
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	3	13.0	1080	4.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	8.7	2822	10.5
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	3	13.0	2439	9.1
TOTAL	23	100.0	26774	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	12	52.2	17350	64.8
1 LESS THAN 20 WEEKS' PAY	3	13.0	3069	11.5
2 20 WEEKS' PAY	1	4.3	250	0.9
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	2	8.7	4530	16.9
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	2	8.7	600	2.2
7 OTHER	3	13.0	975	3.6
TOTAL	23	100.0	26774	100.0
FIELD 6-08 COLA				
0 NO PROVISION	18	78.3	23653	88.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	5	21.7	3121	11.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	18	78.3	23653	88.3
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	2	8.7	2661	9.9
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	4.3	205	0.8
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	4.3	140	0.5
9 OTHER	1	4.3	115	0.4
TOTAL	23	100.0	26774	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	40	0.2
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	2985	17.7
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	2741	16.2
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	11111	65.8
TOTAL	16877	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			3373	34.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			3780	38.2
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2406	24.3
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			145	1.5
9 OTHER			193	2.0
TOTAL			9897	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			5466	32.4
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			1976	11.7
7 OTHER			9435	55.9
TOTAL			16877	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			9704	98.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			193	2.0
TOTAL			9897	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			40	0.2
3 37 1/2 HOURS			2985	17.7
4 40 HOURS			2441	14.5
5 MORE THAN 40 HOURS			-	-
6 OTHER			11411	67.6
TOTAL			16877	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			3373	34.1
3 37 1/2 HOURS			3780	38.2
4 40 HOURS			2551	25.8
5 MORE THAN 40 HOURS			-	-
6 OTHER			193	2.0
TOTAL			9897	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	1	4.3	193	0.7
1 TWO DAYS (CONSECUTIVE)	14	60.9	19333	72.2
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	8.7	2636	9.8
7 OTHER	6	26.1	4612	17.2
TOTAL	23	100.0	26774	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	14	60.9	21506	80.3
1 THREE HOURS' PAY	1	4.3	193	0.7
2 FOUR HOURS' PAY	2	8.7	922	3.4
3 FULL SHIFT'S PAY	4	17.4	3828	14.3
4 OTHER	2	8.7	325	1.2
TOTAL	23	100.0	26774	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	16	69.6	22506	84.1
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	7	30.4	4268	15.9
3 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	6	26.1	5143	19.2
1 TWO FOR A TOTAL OF 20 MINUTES	2	8.7	812	3.0
2 TWO FOR A TOTAL OF 30 MINUTES	12	52.2	17542	65.5
3 TWO FOR A TOTAL OF 40 MINUTES	2	8.7	600	2.2
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	1	4.3	2677	10.0
TOTAL	23	100.0	26774	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	12	52.2	17358	64.8
1 LESS THAN ONE DAY (24 HOURS)	3	13.0	375	1.4
2 ONE DAY (24 HOURS)	2	8.7	600	2.2
3 MORE THAN ONE DAY LESS THAN THREE	3	13.0	2759	10.3
4 THREE DAYS TO LESS THAN SEVEN	2	8.7	2419	9.0
5 SEVEN TO FOURTEEN DAYS	1	4.3	3263	12.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	21	91.3	26441	98.8
1 PROVISION	2	8.7	333	1.2
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	19	82.6	19417	72.5
1 PROVISION	4	17.4	7357	27.5
TOTAL	23	100.0	26774	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	20	87.0	21227	79.3
1 PROVISION	3	13.0	5547	20.7
TOTAL	23	100.0	26774	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	19	82.6	21042	78.6
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	4.3	150	0.6
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	3	13.0	5582	20.8
TOTAL	23	100.0	26774	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	1	4.3	467	1.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	4.3	3263	12.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	30.4	3533	13.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	8.7	265	1.0
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	9	39.1	5269	19.7
7 OTHER	3	13.0	13977	52.2
TOTAL	23	100.0	26774	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	1	4.3	467	1.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	4.3	3263	12.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	5	21.7	1032	3.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	4.3	2361	8.8
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	8.7	265	1.0
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	9	39.1	5269	19.7
7 OTHER	4	17.4	14117	52.7
TOTAL	23	100.0	26774	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	5	21.7	870	3.2
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	4.3	242	0.9
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	4.3	200	0.7
6 2 X	13	56.5	22345	83.5
7 OTHER	3	13.0	3117	11.6
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	2	8.7	500	1.9
1 1 1/2 X	1	4.3	250	0.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	4.3	242	0.9
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	15	65.2	22378	83.6
6 3 X	1	4.3	467	1.7
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	3	13.0	2937	11.0
TOTAL	23	100.0	26774	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	-	-	-	-
1 PAY ONLY	6	26.1	6612	24.7
2 FULL COMPENSATORY TIME OFF	1	4.3	205	0.8
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	13	56.5	19319	72.2
4 OTHER	3	13.0	638	2.4
TOTAL	23	100.0	26774	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	11	47.8	6700	25.0
1 RIGHT TO REFUSE	8	34.8	15097	56.4
2 NO RIGHT TO REFUSE	1	4.3	242	0.9
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	8.7	4530	16.9
4 OTHER	1	4.3	205	0.8
TOTAL	23	100.0	26774	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	9	39.1	6180	23.1
1 BASED ON SENIORITY	7	30.4	4232	15.8
2 SHARED AMONG ALL EMPLOYEES	5	21.7	13861	51.8
3 OTHER	2	8.7	2501	9.3
TOTAL	23	100.0	26774	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	15	65.2	19393	72.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	3	13.0	460	1.7
2 1 1/2 X	1	4.3	467	1.7
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	8.7	3413	12.7
6 FLAT AMOUNT PER HOUR OR DAY	1	4.3	2361	8.8
7 PERCENTAGE OF REGULAR RATE	1	4.3	680	2.5
8 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	65.2	8598	32.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	2	8.7	255	1.0
2 1 1/2 X	1	4.3	11000	41.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	13.0	3880	14.5
6 FLAT AMOUNT PER HOUR OR PER DAY	1	4.3	2361	8.8
7 PERCENTAGE OF REGULAR RATE	1	4.3	680	2.5
8 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	4	17.4	4222	15.8
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	8.7	600	2.2
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	-	-	-	-
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	2	8.7	873	3.3
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	3	13.0	847	3.2
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	8.7	4530	16.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	3	13.0	405	1.5
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	7	30.4	15297	57.1
TOTAL	23	100.0	26774	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	7	30.4	2887	10.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	10	43.5	15539	58.0
2 ON DESIGNATED SHIFTS	1	4.3	300	1.1
3 1 AND 2	3	13.0	4645	17.3
4 OTHER	2	8.7	3403	12.7
TOTAL	23	100.0	26774	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	6	26.1	1215	4.5
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	1	4.3	115	0.4
3 $5.00 TO $5.99	1	4.3	2169	8.1
4 $6.00 TO $6.99	4	17.4	3491	13.0
5 $7.00 AND MORE	5	21.7	2062	7.7
6 MEAL PROVIDED	1	4.3	512	1.9
7 OTHER	5	21.7	17210	64.3
TOTAL	23	100.0	26774	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	16	69.6	12164	45.4
1 1 1/2 X	2	8.7	11300	42.2
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	2	8.7	300	1.1
4 FLAT AMOUNT	-	-	-	-
5 OTHER	3	13.0	3010	11.2
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	14	60.9	5245	19.6
1 PROVISION	9	39.1	21529	80.4
TOTAL	23	100.0	26774	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	13	56.5	7943	29.7
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	4	17.4	1600	6.0
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	3	13.0	5526	20.6
3 PERCENTAGE OF REGULAR RATE	1	4.3	512	1.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	8.7	11193	41.8
TOTAL	23	100.0	26774	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	7	30.4	1522	5.7
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	3	13.0	3120	11.7
4 50 - 75 CENTS PER HOUR	1	4.3	2169	8.1
5 MORE THAN 75 CENTS PER HOUR	4	17.4	3376	12.6
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	2	8.7	355	1.3
8 PERCENTAGE OF HOURLY WAGE RATE	3	13.0	4625	17.3
9 FLAT AMOUNT PER SHIFT	1	4.3	11000	41.1
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	2	8.7	607	2.3
TOTAL	23	100.0	26774	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	7	30.4	1929	7.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	4.3	250	0.9
4 50 - 74 CENTS PER HOUR	1	4.3	2677	10.0
5 75 - $1.00 PER HOUR	3	13.0	4723	17.6
6 MORE THAN $1.00 PER HOUR	5	21.7	1280	4.8
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	1	4.3	150	0.6
10 PERCENTAGE OF HOURLY WAGE RATE	3	13.0	4625	17.3
11 FLAT AMOUNT PER SHIFT	1	4.3	11000	41.1
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	1	4.3	140	0.5
TOTAL	23	100.0	26774	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	18	78.3	21238	79.3
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	2	8.7	390	1.5
9 OTHER	3	13.0	5146	19.2
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	13	56.5	6226	23.3
1 PROVISION	10	43.5	20548	76.7
TOTAL	23	100.0	26774	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	19	82.6	18681	69.8
1 PROVISION	4	17.4	8093	30.2
TOTAL	23	100.0	26774	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	4.3	242	0.9
3 TEN DAYS	3	13.0	445	1.7
4 ELEVEN DAYS	18	78.3	25972	97.0
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	1	4.3	115	0.4
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	12	52.2	8304	31.0
1 MINIMUM LENGTH OF SERVICE	5	21.7	11645	43.5
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	3	13.0	3756	14.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	4.3	2677	10.0
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	2	8.7	392	1.5
7 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	16	69.6	14737	55.0
1 LESS THAN ONE MONTH	2	8.7	320	1.2
2 ONE MONTH	4	17.4	11475	42.9
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	1	4.3	242	0.9
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	2	8.7	3513	13.1
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	6	26.1	12895	48.2
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	11	47.8	7241	27.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	4	17.4	3125	11.7
TOTAL	23	100.0	26774	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	4	17.4	4127	15.4
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	12	52.2	19406	72.5
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	6	26.1	2941	11.0
4 OTHER	1	4.3	300	1.1
TOTAL	23	100.0	26774	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	9	39.1	3229	12.1
1 ANOTHER PAID DAY OFF	8	34.8	6463	24.1
2 ANOTHER DAY'S PAY	2	8.7	3456	12.9
3 1 OR 2	4	17.4	13626	50.9
4 NOT GRANTED	-	-	-	-
TOTAL	23	100.0	26774	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	2	8.7	617	2.3
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	8.7	415	1.6
2 ONE WEEK AFTER 6 MONTHS	1	4.3	3263	12.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	14	60.9	17232	64.4
4 OTHER	4	17.4	5247	19.6
TOTAL	23	100.0	26774	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	1	4.3	242	0.9
4 FIVE WEEKS	4	17.4	665	2.5
5 SIX WEEKS	15	65.2	22359	83.5
6 SEVEN WEEKS	2	8.7	3041	11.4
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	4.3	467	1.7
TOTAL	23	100.0	26774	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	1	4.3	467	1.7
2 ONE YEAR OF SERVICE	9	39.1	11590	43.3
3 TWO YEARS	4	17.4	12450	46.5
4 THREE YEARS	8	34.8	2017	7.5
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	4.3	250	0.9
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

0 NO PROVISION	1	4.3	2169	8.1
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	5	21.7	1758	6.6
8 EIGHT YEARS	5	21.7	3456	12.9
9 NINE YEARS	4	17.4	680	2.5
10 TEN YEARS	5	21.7	17702	66.1
11 ELEVEN YEARS	2	8.7	709	2.6
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	1	4.3	300	1.1
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	23	100.0	26774	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	4.3	242	0.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	4.3	115	0.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	4.3	2169	8.1
13 THIRTEEN YEARS	1	4.3	680	2.5
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	9	39.1	2525	9.4
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	4	17.4	6602	24.7
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	5	21.7	14141	52.8
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	4.3	300	1.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	23	100.0	26774	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	6	26.1	1374	5.1
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	4.3	680	2.5
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	4.3	2169	8.1
21 TWENTY-ONE YEARS	4	17.4	680	2.5
22 TWENTY-TWO YEARS	4	17.4	1565	5.8
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	1	4.3	11000	41.1
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	4.3	2677	10.0
30 THIRTY YEARS	5	21.7	6629	24.8
TOTAL	23	100.0	26774	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	91.3	23733	88.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	4.3	680	2.5
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	22	95.7	26374	98.5
32 THIRTY-TWO YEARS	-	-	-	-
33 THIRTY-THREE YEARS	1	4.3	400	1.5
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE OR MORE YEARS	1	4.3	2361	8.8
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	22	95.7	26374	98.5
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	1	4.3	400	1.5
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	4.3	2361	8.8
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	-	-	-	-
32 THIRTY-TWO YEARS	6	26.1	16373	61.2
33 THIRTY-THREE YEARS	9	39.1	2649	9.9
34 THIRTY-FOUR YEARS	7	30.4	7637	28.5
35 THIRTY-FIVE YEARS	1	4.3	115	0.4
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	6	26.1	16373	61.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	9	39.1	2649	9.9
3 1 OR 2, WHICHEVER IS GREATER	7	30.4	7637	28.5
4 OTHER	1	4.3	115	0.4
TOTAL	23	100.0	26774	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	11	47.8	3729	13.9
1 WITH LIMITATIONS	8	34.8	21940	81.9
2 WITHOUT LIMITATIONS	1	4.3	145	0.5
3 NOT ALLOWED	3	13.0	960	3.6
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	18	78.3	23530	87.9
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	13.0	2704	10.1
3 OTHER	2	8.7	540	2.0
TOTAL	23	100.0	26774	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	-	-	-	-
1 ONE DAY	1	4.3	400	1.5
2 TWO DAYS	1	4.3	242	0.9
3 THREE DAYS	15	65.2	7095	26.5
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	4.3	150	0.6
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	4	17.4	16210	60.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	4.3	2677	10.0
8 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	-	-	-	-
1 PROVISION FOR FULL REGULAR PAY	21	91.3	26234	98.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	2	8.7	540	2.0
TOTAL	23	100.0	26774	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	6	26.1	2195	8.2
1 PAID LEAVE	2	8.7	3408	12.7
2 UNPAID LEAVE	11	47.8	17520	65.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	4	17.4	3651	13.6
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	20	87.0	11244	42.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	4.3	11000	41.1
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	4.3	2169	8.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	4.3	2361	8.8
7 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	19	82.6	23066	86.2
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	4.3	150	0.6
3 MORE THAN SIX MONTHS	3	13.0	3558	13.3
4 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	11	47.8	3567	13.3
1 17 WEEKS	2	8.7	395	1.5
2 18 WEEKS	4	17.4	6332	23.6
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	3	13.0	2999	11.2
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	2	8.7	2481	9.3
8 OTHER	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	20	87.0	24148	90.2
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	4.3	145	0.5
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	2	8.7	2481	9.3
TOTAL	23	100.0	26774	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	16	69.6	18897	70.6
1 SENIORITY RETAINED	2	8.7	4846	18.1
2 SENIORITY ACCUMULATED	1	4.3	250	0.9
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	4	17.4	2781	10.4
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	18	78.3	19302	72.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	4.3	2677	10.0
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	8.7	265	1.0
6 FIVE DAYS	-	-	-	-
7 OTHER	2	8.7	4530	16.9
TOTAL	23	100.0	26774	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	19	82.6	18731	70.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	4	17.4	8043	30.0
3 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	14	60.9	17666	66.0
1 LEAVE WITH FULL PAY	3	13.0	745	2.8
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	3	13.0	2811	10.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	4.3	120	0.4
5 OTHER	2	8.7	5432	20.3
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	14	60.9	9077	33.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	2	8.7	600	2.2
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	4.3	11000	41.1
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	1	4.3	150	0.6
7 OTHER	5	21.7	5947	22.2
TOTAL	23	100.0	26774	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	11	47.8	21928	81.9
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	4.3	242	0.9
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	4	17.4	3117	11.6
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	17.4	585	2.2
4 MENTIONED BUT NOT SPECIFIED	1	4.3	250	0.9
5 OTHER	2	8.7	652	2.4
TOTAL	23	100.0	26774	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	6	26.1	4084	15.3
1 PROVISION	17	73.9	22690	84.7
TOTAL	23	100.0	26774	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	4	17.4	1059	4.0
2 SERIES OF PLANS	19	82.6	25715	96.0
3 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	11	47.8	4166	15.6
1 IMMEDIATELY ON BEING EMPLOYED	2	8.7	3468	13.0
2 ONE MONTH	1	4.3	115	0.4
3 THREE MONTHS	2	8.7	290	1.1
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	6	26.1	7735	28.9
7 OTHER	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	18	78.3	25575	95.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	2	8.7	709	2.6
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	2	8.7	350	1.3
9 OTHER	1	4.3	140	0.5
TOTAL	23	100.0	26774	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	14	60.9	11478	42.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	8.7	13677	51.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	17.4	705	2.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	914	3.4
10 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	4	17.4	2921	10.9
1 100% OF PREMIUM	13	56.5	9117	34.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	8.7	13677	51.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	145	0.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	914	3.4
10 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	4	17.4	1309	4.9
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	5	21.7	860	3.2
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	4.3	2677	10.0
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	5	21.7	12493	46.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	7	30.4	6172	23.1
7 OTHER	1	4.3	3263	12.2
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	8	34.8	13502	50.4
1 ONE TO SIX DAYS	7	30.4	3644	13.6
2 SEVEN TO TWELVE DAYS	1	4.3	250	0.9
3 THIRTEEN TO FIFTEEN DAYS	2	8.7	2506	9.4
4 SIXTEEN TO EIGHTEEN DAYS	1	4.3	120	0.4
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	3	13.0	6452	24.1
7 OTHER	1	4.3	300	1.1
TOTAL	23	100.0	26774	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	14	60.9	21274	79.5
1 30 DAYS OR LESS	4	17.4	780	2.9
2 31 TO 90 DAYS	1	4.3	680	2.5
3 91 TO 120 DAYS	3	13.0	777	2.9
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	4.3	3263	12.2
9 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	21	91.3	25954	96.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	1	4.3	680	2.5
5 OTHER	1	4.3	140	0.5
TOTAL	23	100.0	26774	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	9	39.1	13081	48.9
1 100% OF PREMIUM	7	30.4	2658	9.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	4.3	2677	10.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.3	115	0.4
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	1	4.3	3263	12.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	17.4	4980	18.6
9 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	6	26.1	1449	5.4
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	2	8.7	980	3.7
4 39 WEEKS	-	-	-	-
5 52 WEEKS	4	17.4	1343	5.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	8.7	11150	41.6
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	34.8	11732	43.8
8 OTHER	1	4.3	120	0.4
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	6	26.1	1449	5.4
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	7	30.4	1543	5.8
5 PERCENTAGE OF EARNINGS	6	26.1	18590	69.4
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	13.0	5042	18.8
9 OTHER	1	4.3	150	0.6
TOTAL	23	100.0	26774	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	11	47.8	18729	70.0
1 PROVISION	12	52.2	8045	30.0
TOTAL	23	100.0	26774	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	2	8.7	2501	9.3
1 100% OF PREMIUM	11	47.8	6833	25.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	26.1	14357	53.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	914	3.4
9 OTHER	1	4.3	2169	8.1
TOTAL	23	100.0	26774	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	2	8.7	2501	9.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	4.3	115	0.4
5 MORE THAN $20,000	7	30.4	2335	8.7
6 VARIES ACCORDING TO EARNINGS	5	21.7	6287	23.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	17.4	14477	54.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	17.4	1059	4.0
9 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	60.9	22096	82.5
1 100% OF PREMIUM	2	8.7	1035	3.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	8.7	415	1.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	17.4	1059	4.0
10 OTHER	1	4.3	2169	8.1
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	60.9	22096	82.5
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	2	8.7	1035	3.9
6 VARIES ACCORDING TO EARNINGS	1	4.3	2169	8.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	8.7	415	1.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	17.4	1059	4.0
9 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	1	4.3	140	0.5
1 100% OF PREMIUM	13	56.5	22213	83.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	13.0	3127	11.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	8.7	265	1.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	914	3.4
9 OTHER	1	4.3	115	0.4
TOTAL	23	100.0	26774	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	1	4.3	140	0.5
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	2	8.7	443	1.7
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	13	56.5	22351	83.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	17.4	2926	10.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	914	3.4
7 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	3	13.0	547	2.0
1 PROVISION	20	87.0	26227	98.0
TOTAL	23	100.0	26774	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	7	30.4	1592	5.9
1 UNION	4	17.4	1193	4.5
2 MANAGEMENT	4	17.4	4130	15.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	13.0	12000	44.8
4 ADMINISTERED BY SEPARATE TRUSTEES	1	4.3	140	0.5
5 MUNICIPAL/PROVINCIAL GOVERNMENT	4	17.4	7719	28.8
6 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	14	60.9	19622	73.3
1 PROVISION	9	39.1	7152	26.7
TOTAL	23	100.0	26774	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	5	21.7	1877	7.0
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	3	13.0	597	2.2
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	11	47.8	8147	30.4
4 BY UNION REPRESENTATIVE	1	4.3	2361	8.8
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	8.7	2792	10.4
8 OTHER	1	4.3	11000	41.1
TOTAL	23	100.0	26774	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	4	17.4	1792	6.7
1 72 HOURS OR LESS	1	4.3	467	1.7
2 FIVE DAYS	1	4.3	242	0.9
3 ONE WEEK	2	8.7	550	2.1
4 TEN DAYS	3	13.0	415	1.6
5 TWO WEEKS	2	8.7	3378	12.6
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	13.0	548	2.0
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	4	17.4	3536	13.2
10 OTHER	3	13.0	15846	59.2
TOTAL	23	100.0	26774	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	10	43.5	14209	53.1
1 PROVISION	13	56.5	12565	46.9
TOTAL	23	100.0	26774	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	21	91.3	26192	97.8
1 PROVISION	2	8.7	582	2.2
TOTAL	23	100.0	26774	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	12	52.2	18172	67.9
1 PROVISION	11	47.8	8602	32.1
TOTAL	23	100.0	26774	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	18	78.3	25177	94.0
1 PROVISION	5	21.7	1597	6.0
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	4.3	11000	41.1
1 SINGLE ARBITRATOR	11	47.8	6070	22.7
2 PERMANENT UMPIRE (NAMED)	1	4.3	680	2.5
3 TRIPARTITE BOARD	6	26.1	3444	12.9
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	4	17.4	5580	20.8
6 OTHER	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	21	91.3	26474	98.9
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	2	8.7	300	1.1
TOTAL	23	100.0	26774	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	18	78.3	22639	84.6
1 PROVISION	5	21.7	4135	15.4
TOTAL	23	100.0	26774	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	9	39.1	2004	7.5
1 JOINT SAFETY COMMITTEE	10	43.5	10199	38.1
2 OTHER	4	17.4	14571	54.4
TOTAL	23	100.0	26774	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	12	52.2	5575	20.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	5	21.7	14566	54.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	4.3	145	0.5
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	4.3	2677	10.0
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	2	8.7	3211	12.0
8 OTHER	2	8.7	600	2.2
TOTAL	23	100.0	26774	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	12	52.2	5575	20.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	9	39.1	16669	62.3
2 PROVISION FOR PAY OF SAFETY COMMITTEE	2	8.7	4530	16.9
TOTAL	23	100.0	26774	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	6	26.1	14833	55.4
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	15	65.2	6001	22.4
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	4.3	3263	12.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	4.3	2677	10.0
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	10	43.5	5967	22.3
1 PROVISION	13	56.5	20807	77.7
TOTAL	23	100.0	26774	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	17	73.9	20107	75.1
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	4	17.4	5867	21.9
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	8.7	800	3.0
TOTAL	23	100.0	26774	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	19	82.6	23660	88.4
1 PROVISION	4	17.4	3114	11.6
TOTAL	23	100.0	26774	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	13	56.5	19178	71.6
1 PROVISION	10	43.5	7596	28.4
TOTAL	23	100.0	26774	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	21	91.3	21928	81.9
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	2	8.7	4846	18.1
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	23	100.0	26774	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	26774	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	18	78.3	11966	44.7
1 PROVISION	5	21.7	14808	55.3
TOTAL	23	100.0	26774	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	14	60.9	9012	33.7
1 PROVISION	9	39.1	17762	66.3
TOTAL	23	100.0	26774	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	5	21.7	11708	43.7
1 PROVISION	18	78.3	15066	56.3
TOTAL	23	100.0	26774	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	9	39.1	4393	16.4
1 PROVISION	14	60.9	22381	83.6
TOTAL	23	100.0	26774	100.0

PART I: f
TRADE AND FINANCE, INSURANCE AND REAL ESTATE

(13 agreements covering 9,098 employees)

1 TRADE, FINANCE, INSURANCE AND REAL ESTATE

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	11	84.6	7248	79.7
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	15.4	1850	20.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	3	23.1	370	4.1
2 200 - 499 EMPLOYEES	4	30.8	1193	13.1
3 500 - 999 EMPLOYEES	3	23.1	2374	26.1
4 1000 - 4999 EMPLOYEES	3	23.1	5161	56.7
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	13	100.0	9098	100.0
1 FEDERAL	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	9	69.2	3813	41.9
1 PUBLIC	4	30.8	5285	58.1
TOTAL	13	100.0	9098	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	2	15.4	2250	24.7
1 MORE THAN 1 YEAR, LESS THAN 2	1	7.7	330	3.6
2 2 YEARS	7	53.8	5755	63.3
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	3	23.1	763	8.4
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	-	-	-	-
1 1ST HALF OF 1986	4	30.8	3237	35.6
2 2ND HALF OF 1986	3	23.1	3961	43.5
3 1ST HALF OF 1987	4	30.8	1450	15.9
4 2ND HALF OF 1987	-	-	-	-
5 1ST HALF OF 1989	1	7.7	350	3.8
6 2ND HALF OF 1989	1	7.7	100	1.1
7 LATER THAN 1988	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	1	7.7	1500	16.5
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	5	38.5	1033	11.4
4 VANCOUVER ISLAND	2	15.4	1080	11.9
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	5	38.5	5485	60.3
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	13	100.0	9098	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	1	7.7	2361	26.0
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	46.2	2957	32.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	1	7.7	330	3.6
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	38.5	3450	37.9
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	6	46.2	2043	22.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	3	23.1	4585	50.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	4	30.8	2470	27.1
TOTAL	13	100.0	9098	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	1	7.7	750	8.2
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	7	53.8	4924	54.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	30.8	3094	34.0
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	7.7	330	3.6
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	7.7	750	8.2
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	7	53.8	4924	54.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	4	30.8	3094	34.0
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	7.7	330	3.6
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	1	7.7	750	8.2
1 CROSS PICKET LINES	8	61.5	6435	70.7
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	3	23.1	1713	18.8
5 OTHER	1	7.7	200	2.2
TOTAL	13	100.0	9098	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	1	7.7	750	8.2
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	8	61.5	7368	81.0
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	3	23.1	630	6.9
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	2	15.4	950	10.4
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	1	7.7	350	3.8
3 THREE CALENDAR MONTHS	3	23.1	2791	30.7
4 SIX CALENDAR MONTHS	3	23.1	2394	26.3
5 THIRTY WORKING DAYS	1	7.7	313	3.4
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	3	23.1	2300	25.3
TOTAL	13	100.0	9098	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	2	15.4	1100	12.1
1 STRAIGHT SENIORITY	1	7.7	170	1.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	30.8	3574	39.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	15.4	2800	30.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	30.8	1454	16.0
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	2	15.4	1080	11.9
1 STRAIGHT SENIORITY	1	7.7	170	1.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	9	69.2	6548	72.0
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	7.7	1300	14.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	4	30.8	2680	29.5
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	1	7.7	100	1.1
5 TWO WEEKS	3	23.1	2844	31.3
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	15.4	1500	16.5
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	3	23.1	1974	21.7
TOTAL	13	100.0	9098	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	3	23.1	2380	26.2
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	9	69.2	6018	66.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	7.7	700	7.7
TOTAL	13	100.0	9098	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	3	23.1	1430	15.7
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	1	7.7	924	10.2
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	9	69.2	6744	74.1
TOTAL	13	100.0	9098	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	2	15.4	1080	11.9
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	3	23.1	1713	18.8
3 SEVEN TO TWELVE MONTHS	1	7.7	350	3.8
4 TWELVE MONTHS	4	30.8	1924	21.1
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	1	7.7	1500	16.5
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	15.4	2531	27.8
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	9	69.2	6117	67.2
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	3	23.1	620	6.8
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	7.7	2361	26.0
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	7	53.8	4417	48.5
1 SENIORITY LOST ON TRANSFER	1	7.7	200	2.2
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	4	30.8	4131	45.4
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	11	84.6	8728	95.9
1 FOR UNION OFFICIALS	2	15.4	370	4.1
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	2	15.4	1100	12.1
1 PROVISION	11	84.6	7998	87.9
TOTAL	13	100.0	9098	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	9	69.2	5804	63.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	-	-	-	-
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	4	30.8	3294	36.2
TOTAL	13	100.0	9098	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	12	92.3	8748	96.2
1 PROVISION	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	6	46.2	1943	21.4
1 APPRENTICESHIP	-	-	-	-
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	1	7.7	200	2.2
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	1	7.7	1500	16.5
5 1 AND 3	-	-	-	-
6 2 AND 3	3	23.1	3231	35.5
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	15.4	2224	24.4
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	11	84.6	7248	79.7
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	7.7	350	3.8
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	7.7	1500	16.5
TOTAL	13	100.0	9098	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	9	69.2	8148	89.6
1 REDUCTION IN NORMAL HOURS OF WORK	2	15.4	430	4.7
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	1	7.7	170	1.9
4 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	2	15.4	850	9.3
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	9	69.2	6618	72.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	15.4	1630	17.9
TOTAL	13	100.0	9098	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	10	76.9	8548	94.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	7.7	100	1.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	7.7	100	1.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	10	76.9	6998	76.9
1 PROHIBITED	1	7.7	700	7.7
2 PERMITTED - WITH RESTRICTIONS	2	15.4	1400	15.4
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	4	30.8	4365	48.0
1 UNION-MANAGEMENT CONSULTATION ONLY	1	7.7	350	3.8
2 ARBITRATION IF CONSULTATION FAILS	7	53.8	4213	46.3
3 OTHER	1	7.7	170	1.9
TOTAL	13	100.0	9098	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	23.1	1430	15.7
1 LESS THAN THREE MONTHS	2	15.4	1613	17.7
2 THREE MONTHS	5	38.5	1994	21.9
3 SIX MONTHS	1	7.7	200	2.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	7.7	2361	26.0
6 OTHER	1	7.7	1500	16.5
TOTAL	13	100.0	9098	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	7	53.8	3630	39.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	1	7.7	313	3.4
2 CONSULTATION - DETAILS UNSPECIFIED	5	38.5	5155	56.7
3 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	7	53.8	6191	68.0
1 PROVISION	6	46.2	2907	32.0
TOTAL	13	100.0	9098	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	4	30.6	2354	25.9
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	6	46.2	4183	46.0
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	3	23.1	2561	28.1
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	6	46.2	5415	59.5
1 LESS THAN ONE YEAR	2	15.4	300	3.3
2 ONE YEAR	4	30.8	3070	33.7
3 TWO YEARS	1	7.7	313	3.4
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	4	30.8	2354	25.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	5	38.5	2283	25.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	15.4	800	8.8
3 VARIES ACCORDING TO LENGTH OF SERVICE	1	7.7	2361	26.0
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	1	7.7	1300	14.3
TOTAL	13	100.0	9098	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	7	53.8	6115	67.2
1 LESS THAN 20 WEEKS' PAY	1	7.7	1500	16.5
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	3	23.1	970	10.7
4 30 - 51 WEEKS' PAY	2	15.4	513	5.6
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	12	92.3	7798	85.7
1 LESS THAN THREE MONTHS	1	7.7	1300	14.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	5	38.5	2667	29.3
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	5	38.5	1270	14.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	15.4	3861	42.4
6 OTHER	1	7.7	1300	14.3
TOTAL	13	100.0	9098	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	6	46.2	3967	43.6
1 COMPANY PROGRAM	3	23.1	3231	35.5
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	7.7	100	1.1
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	3	23.1	1800	19.8
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	13	100.0	9098	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	10	76.9	4737	52.1
1 EMPLOYER PAYS FULL COST	2	15.4	3661	40.2
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	7.7	700	7.7
TOTAL	13	100.0	9098	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	23.1	3500	38.5
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	5	38.5	3074	33.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	2	15.4	1274	14.0
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	7.7	750	8.2
5 OTHER	2	15.4	500	5.5
TOTAL	13	100.0	9098	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	10	76.9	6785	74.6
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	7.7	313	3.4
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	7.7	700	7.7
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	7.7	1300	14.3
TOTAL	13	100.0	9098	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	5	38.5	3694	40.6
1 SEVERANCE PAY PLAN	8	61.5	5404	59.4
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	13	100.0	9098	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	6	46.2	6055	66.6
1 LESS THAN ONE YEAR	2	15.4	1030	11.3
2 ONE YEAR	2	15.4	200	2.2
3 TWO YEARS	2	15.4	513	5.6
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	1	7.7	1300	14.3
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	5	38.5	3694	40.6
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	7.7	100	1.1
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	15.4	300	3.3
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	7.7	313	3.4
4 VARIES ACCORDING TO LENGTH OF SERVICE	4	30.8	4691	51.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	7	53.8	6155	67.7
1 LESS THAN 20 WEEKS' PAY	1	7.7	1300	14.3
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	2	15.4	800	8.8
5 30 - 52 WEEKS' PAY	2	15.4	513	5.6
6 NO MAXIMUM	1	7.7	330	3.6
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 6-08 COLA				
0 NO PROVISION	9	69.2	5778	63.5
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	4	30.8	3320	36.5
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	9	69.2	5778	63.5
1 AUTOMATIC MONTHLY ADJUSTMENT	2	15.4	520	5.7
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	7.7	1300	14.3
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	7.7	1500	16.5
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			1248	27.9
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			300	6.7
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2204	49.2
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			725	16.2
TOTAL			4477	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN SEVEN HOURS	-		-	
2 SEVEN HOURS	546	11.8	546	11.8
3 7 1/4 HOURS	1300	28.1	1300	28.1
4 7 1/2 HOURS	239	5.2	239	5.2
5 7 3/4 HOURS	-		-	
6 EIGHT HOURS	50	1.1	50	1.1
7 MORE THAN EIGHT HOURS	-		-	
8 FLEXIBLE WORK HOURS	-		-	
9 OTHER	2486	53.8	2486	53.8
TOTAL	4621	100.0	4621	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	-		-	
3 FIVE DAYS	3852	86.0	3852	86.0
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	625	14.0	625	14.0
TOTAL	4477	100.0	4477	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	-		-	
3 FIVE DAYS	2135	46.2	2135	46.2
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	2486	53.8	2486	53.8
TOTAL	4621	100.0	4621	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	-		-	
2 35 HOURS	1248	27.9	1248	27.9
3 37 1/2 HOURS	300	6.7	300	6.7
4 40 HOURS	2204	49.2	2204	49.2
5 MORE THAN 40 HOURS	-		-	
6 OTHER	725	16.2	725	16.2
TOTAL	4477	100.0	4477	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	-		-	
2 35 HOURS	546	11.8	546	11.8
3 37 1/2 HOURS	239	5.2	239	5.2
4 40 HOURS	50	1.1	50	1.1
5 MORE THAN 40 HOURS	-		-	
6 OTHER	3786	81.9	3786	81.9
TOTAL	4621	100.0	4621	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	11	84.6	8248	90.7
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	2	15.4	850	9.3
TOTAL	13	100.0	9098	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	10	76.9	7398	81.3
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	1	7.7	1500	16.5
3 FULL SHIFT'S PAY	1	7.7	100	1.1
4 OTHER	1	7.7	100	1.1
TOTAL	13	100.0	9098	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	11	84.6	8898	97.8
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	7.7	100	1.1
3 OTHER	1	7.7	100	1.1
TOTAL	13	100.0	9098	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	1	7.7	750	8.2
1 TWO FOR A TOTAL OF 20 MINUTES	1	7.7	350	3.8
2 TWO FOR A TOTAL OF 30 MINUTES	10	76.9	5637	62.0
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	7.7	2361	26.0
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	10	76.9	7974	87.6
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	2	15.4	200	2.2
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	1	7.7	924	10.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	12	92.3	8174	89.8
1 PROVISION	1	7.7	924	10.2
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	10	76.9	7724	84.9
1 PROVISION	3	23.1	1374	15.1
TOTAL	13	100.0	9098	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	10	76.9	7304	80.3
1 PROVISION	3	23.1	1794	19.7
TOTAL	13	100.0	9098	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	8	61.5	4630	50.9
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	15.4	483	5.3
3 ALTERNATING 4, 5, IN PROGRESS	2	15.4	3061	33.6
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	7.7	924	10.2
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	1	7.7	100	1.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	7.7	100	1.1
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	53.8	7305	80.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	7.7	330	3.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	2	15.4	513	5.6
7 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	3	23.1	2524	27.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	7.7	100	1.1
2 1 1/2 X FOR TWO HOURS, THEN 2 X	3	23.1	2350	25.8
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	7.7	330	3.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	7.7	170	1.9
6 2 X	2	15.4	513	5.6
7 OTHER	2	15.4	3111	34.2
TOTAL	13	100.0	9098	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	2	15.4	1600	17.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	23.1	1570	17.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	15.4	680	7.5
6 2 X	5	38.5	4498	49.4
7 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	1	7.7	1500	16.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	7.7	330	3.6
5 2 X	10	76.9	6518	71.6
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	1	7.7	750	8.2
1 PAY ONLY	5	38.5	1080	11.9
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	7	53.8	7268	79.9
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	2	15.4	1080	11.9
1 RIGHT TO REFUSE	9	69.2	6968	76.6
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	7.7	700	7.7
4 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	7	53.8	4024	44.2
1 BASED ON SENIORITY	3	23.1	1913	21.0
2 SHARED AMONG ALL EMPLOYEES	3	23.1	3161	34.7
3 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	11	84.6	8548	94.0
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	1	7.7	200	2.2
8 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	10	76.9	8468	93.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	7.7	100	1.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	1	7.7	200	2.2
8 OTHER	1	7.7	330	3.6
TOTAL	13	100.0	9098	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	6	46.2	3230	35.5
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	2	15.4	1613	17.7
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	15.4	1624	17.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	7.7	170	1.9
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	2	15.4	2461	27.0
TOTAL	13	100.0	9098	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	6	46.2	2113	23.2
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	6	46.2	5485	60.3
2 ON DESIGNATED SHIFTS	1	7.7	1500	16.5
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	3	23.1	1413	15.5
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	5	38.5	4391	48.3
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	2	15.4	900	9.9
6 MEAL PROVIDED	-	-	-	-
7 OTHER	3	23.1	2394	26.3
TOTAL	13	100.0	9098	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	10	76.9	5643	62.0
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	2	15.4	3285	36.1
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	7.7	170	1.9
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	8	61.5	2313	25.4
1 PROVISION	5	38.5	6785	74.6
TOTAL	13	100.0	9098	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	10	76.9	6474	71.2
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	3	23.1	2624	28.8
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	1	7.7	750	8.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	7.7	100	1.1
3 30 - 49 CENTS PER HOUR	1	7.7	350	3.8
4 50 - 75 CENTS PER HOUR	5	38.5	4754	52.3
5 MORE THAN 75 CENTS PER HOUR	2	15.4	513	5.6
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	1	7.7	100	1.1
8 PERCENTAGE OF HOURLY WAGE RATE	2	15.4	2531	27.8
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	2	15.4	1080	11.9
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 74 CENTS PER HOUR	5	38.5	3574	39.3
5 75 - $1.00 PER HOUR	1	7.7	1300	14.3
6 MORE THAN $1.00 PER HOUR	2	15.4	513	5.6
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	7.7	100	1.1
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	2	15.4	2531	27.8
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	10	76.9	7904	86.9
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	7.7	924	10.2
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	1	7.7	100	1.1
9 OTHER	1	7.7	170	1.9
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	7	53.8	3443	37.8
1 PROVISION	6	46.2	5655	62.2
TOTAL	13	100.0	9098	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	10	76.9	6174	67.9
1 PROVISION	3	23.1	2924	32.1
TOTAL	13	100.0	9098	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	4	30.8	2280	25.1
4 ELEVEN DAYS	6	46.2	5585	61.4
5 TWELVE DAYS	2	15.4	483	5.3
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	5	38.5	2794	30.7
1 MINIMUM LENGTH OF SERVICE	1	7.7	700	7.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	4	30.8	4211	46.3
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	15.4	643	7.1
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	-	-	-	-
7 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	9	69.2	6018	66.1
1 LESS THAN ONE MONTH	1	7.7	1300	14.3
2 ONE MONTH	1	7.7	330	3.6
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	7.7	700	7.7
6 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	7.7	330	3.6
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	4	30.8	4131	45.4
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	7	53.8	3887	42.7
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	1	7.7	330	3.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	9	69.2	7748	85.2
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	2	15.4	270	3.0
4 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	4	30.8	2680	29.5
1 ANOTHER PAID DAY OFF	6	46.2	5268	57.9
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	3	23.1	1150	12.6
4 NOT GRANTED	-	-	-	-
TOTAL	13	100.0	9098	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	4	30.8	1900	20.9
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	6	46.2	3774	41.5
4 OTHER	3	23.1	3424	37.6
TOTAL	13	100.0	9098	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	7.7	750	8.2
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	15.4	3861	42.4
4 FIVE WEEKS	3	23.1	620	6.8
5 SIX WEEKS	3	23.1	1954	21.5
6 SEVEN WEEKS	4	30.8	1913	21.0
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	5	38.5	5455	60.0
3 TWO YEARS	2	15.4	450	4.9
4 THREE YEARS	3	23.1	613	6.7
5 FOUR YEARS	1	7.7	330	3.6
6 FIVE YEARS	1	7.7	1500	16.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	7.7	750	8.2
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	1	7.7	750	8.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	3	23.1	1570	17.3
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	15.4	800	8.8
8 EIGHT YEARS	4	30.8	3798	41.7
9 NINE YEARS	1	7.7	350	3.8
10 TEN YEARS	2	15.4	1830	20.1
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	23.1	4611	50.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	3	23.1	1570	17.3
11 ELEVEN YEARS	1	7.7	700	7.7
12 TWELVE YEARS	2	15.4	1024	11.3
13 THIRTEEN YEARS	2	15.4	513	5.6
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	7.7	330	3.6
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	7.7	350	3.8
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	7	53.8	5931	65.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	7.7	1300	14.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	3	23.1	613	6.7
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	15.4	1254	13.8
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9098	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	9	69.2	7185	79.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	1	7.7	1300	14.3
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	2	15.4	513	5.6
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	1	7.7	100	1.1
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	13	100.0	9098	100.0
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	13	100.0	9098	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	-	-	-	-
32 THIRTY-TWO YEARS	5	38.5	5635	61.9
33 THIRTY-THREE YEARS	1	7.7	330	3.6
34 THIRTY-FOUR YEARS	6	46.2	2383	26.2
35 THIRTY-FIVE YEARS	1	7.7	750	8.2
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	5	38.5	5635	61.9
2 PERCENTAGE OF YEARLY GROSS EARNINGS	1	7.7	330	3.6
3 1 OR 2, WHICHEVER IS GREATER	6	46.2	2383	26.2
4 OTHER	1	7.7	750	8.2
TOTAL	13	100.0	9098	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	7	53.8	3330	36.6
1 WITH LIMITATIONS	6	46.2	5768	63.4
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	11	84.6	8004	88.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	1	7.7	170	1.9
3 OTHER	1	7.7	924	10.2
TOTAL	13	100.0	9098	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	2	15.4	1080	11.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	6	46.2	3550	39.0
4 FOUR DAYS	1	7.7	170	1.9
5 FIVE DAYS	1	7.7	924	10.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	2	15.4	3061	33.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	7.7	313	3.4
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	2	15.4	1080	11.9
1 PROVISION FOR FULL REGULAR PAY	11	84.6	8018	88.1
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	3	23.1	2580	28.4
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	23.1	863	9.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	7	53.8	5655	62.2
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	11	84.6	7474	82.1
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	2	15.4	1624	17.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	12	92.3	8174	89.8
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	7.7	924	10.2
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	5	38.5	1630	17.9
1 17 WEEKS	-	-	-	-
2 18 WEEKS	4	30.8	5331	58.6
3 19 - 25 WEEKS	1	7.7	924	10.2
4 26 WEEKS	3	23.1	1213	13.3
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	13	100.0	9098	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	5	38.5	1630	17.9
1 SENIORITY RETAINED	4	30.8	5285	58.1
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	4	30.8	2183	24.0
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	11	84.6	7474	82.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	15.4	1624	17.9
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	10	76.9	5867	64.5
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	23.1	3231	35.5
3 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	9	69.2	3813	41.9
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	15.4	3061	33.6
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	2	15.4	2224	24.4
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	11	84.6	6874	75.6
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	2	15.4	2224	24.4
TOTAL	13	100.0	9098	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	6	46.2	2617	28.8
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	15.4	3661	40.2
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	2	15.4	2200	24.2
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	3	23.1	620	6.8
TOTAL	13	100.0	9098	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	1	7.7	2361	26.0
1 PROVISION	12	92.3	6737	74.0
TOTAL	13	100.0	9098	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	7.7	750	8.2
1 HEALTH AND WELFARE FUND	2	15.4	1600	17.6
2 SERIES OF PLANS	9	69.2	6418	70.5
3 OTHER	1	7.7	330	3.6
TOTAL	13	100.0	9098	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	7	53.8	4067	44.7
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	5	38.5	3531	38.8
7 OTHER	1	7.7	1500	16.5
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	12	92.3	8998	98.9
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	7.7	100	1.1
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	2	15.4	1080	11.9
1 100% OF PREMIUM	7	53.8	5898	64.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	7.7	1500	16.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	1	7.7	170	1.9
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	7.7	100	1.1
10 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	4	30.8	2680	29.5
1 100% OF PREMIUM	7	53.8	5968	65.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	7.7	100	1.1
10 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	7.7	750	8.2
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	1	7.7	1500	16.5
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	23.1	3041	33.4
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	8	61.5	3807	41.8
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	4	30.8	3791	41.7
1 ONE TO SIX DAYS	4	30.8	2137	23.5
2 SEVEN TO TWELVE DAYS	3	23.1	1700	18.7
3 THIRTEEN TO FIFTEEN DAYS	1	7.7	170	1.9
4 SIXTEEN TO EIGHTEEN DAYS	1	7.7	1300	14.3
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	8	61.5	6885	75.7
1 30 DAYS OR LESS	2	15.4	200	2.2
2 31 TO 90 DAYS	3	23.1	2013	22.1
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	9	69.2	7185	79.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	7.7	100	1.1
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	7.7	1300	14.3
4 COMBINATION	2	15.4	513	5.6
5 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	15.4	2250	24.7
1 100% OF PREMIUM	8	61.5	5998	65.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	2	15.4	500	5.5
TOTAL	13	100.0	9098	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	15.4	2250	24.7
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	4	30.8	2163	23.8
4 39 WEEKS	-	-	-	-
5 52 WEEKS	2	15.4	270	3.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	7.7	2361	26.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	7.7	100	1.1
8 OTHER	3	23.1	1954	21.5
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	15.4	2250	24.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	1	7.7	350	3.8
5 PERCENTAGE OF EARNINGS	6	46.2	2713	29.8
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	7.7	170	1.9
7 VARIES ACCORDING TO EARNINGS	3	23.1	3615	39.7
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	5	38.5	3093	34.0
1 PROVISION	8	61.5	6005	66.0
TOTAL	13	100.0	9098	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	3	23.1	2580	28.4
1 100% OF PREMIUM	8	61.5	4868	53.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	1	7.7	1300	14.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	3	23.1	2580	28.4
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	7.7	350	3.8
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	7	53.8	3107	34.2
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	7.7	700	7.7
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	7.7	2361	26.0
TOTAL	13	100.0	9098	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	38.5	3093	34.0
1 100% OF PREMIUM	4	30.8	1894	20.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	1	7.7	1300	14.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	7.7	100	1.1
10 OTHER	1	7.7	2361	26.0
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	38.5	3093	34.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	7.7	350	3.8
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	5	38.5	2594	28.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	7.7	700	7.7
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	7.7	2361	26.0
TOTAL	13	100.0	9098	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	3	23.1	2580	28.4
1 100% OF PREMIUM	7	53.8	4768	52.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	7.7	350	3.8
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	7.7	1300	14.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	7.7	100	1.1
9 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	3	23.1	2580	28.4
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	8	61.5	4868	53.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	15.4	1650	18.1
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	2	15.4	850	9.3
1 PROVISION	11	84.6	8248	90.7
TOTAL	13	100.0	9098	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	4	30.8	1280	14.1
1 UNION	4	30.8	1033	11.4
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	15.4	3861	42.4
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	23.1	2924	32.1
6 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	6	46.2	2430	26.7
1 PROVISION	7	53.8	6668	73.3
TOTAL	13	100.0	9098	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	-	-	-	-
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	3	23.1	2970	32.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	5	38.5	2074	22.8
4 BY UNION REPRESENTATIVE	1	7.7	700	7.7
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	3	23.1	993	10.9
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	7.7	2361	26.0
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	2	15.4	950	10.4
1 72 HOURS OR LESS	1	7.7	330	3.6
2 FIVE DAYS	1	7.7	1300	14.3
3 ONE WEEK	1	7.7	350	3.8
4 TEN DAYS	2	15.4	1670	18.4
5 TWO WEEKS	1	7.7	700	7.7
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	23.1	3385	37.2
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	2	15.4	413	4.5
TOTAL	13	100.0	9098	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	7	53.8	3924	43.1
1 PROVISION	6	46.2	5174	56.9
TOTAL	13	100.0	9098	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	12	92.3	8748	96.2
1 PROVISION	1	7.7	350	3.8
TOTAL	13	100.0	9098	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	7	53.8	2743	30.1
1 PROVISION	6	46.2	6355	69.9
TOTAL	13	100.0	9098	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	7	53.8	5317	58.4
1 PROVISION	6	46.2	3781	41.6
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	7.7	750	8.2
1 SINGLE ARBITRATOR	2	15.4	2674	29.4
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	4	30.8	1300	14.3
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	4	30.8	2524	27.7
6 OTHER	2	15.4	1850	20.3
TOTAL	13	100.0	9098	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	10	76.9	8698	95.6
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	3	23.1	400	4.4
TOTAL	13	100.0	9098	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	11	84.6	5237	57.6
1 PROVISION	2	15.4	3861	42.4
TOTAL	13	100.0	9098	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	5	38.5	2250	24.7
1 JOINT SAFETY COMMITTEE	8	61.5	6848	75.3
2 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	6	46.2	4611	50.7
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	6	46.2	3563	39.2
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	7.7	924	10.2
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	6	46.2	4611	50.7
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	4	30.8	1363	15.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	3	23.1	3124	34.3
TOTAL	13	100.0	9098	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	5	38.5	3180	35.0
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	6	46.2	5618	61.7
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	2	15.4	300	3.3
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	11	84.6	8074	88.7
1 PROVISION	2	15.4	1024	11.3
TOTAL	13	100.0	9098	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	10	76.9	6704	73.7
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	2	15.4	1470	16.2
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	7.7	924	10.2
4 OTHER	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	10	76.9	4924	54.1
1 PROVISION	3	23.1	4174	45.9
TOTAL	13	100.0	9098	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	9	69.2	5443	59.8
1 PROVISION	4	30.8	3655	40.2
TOTAL	13	100.0	9098	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	12	92.3	8174	89.8
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	1	7.7	924	10.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	13	100.0	9098	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9098	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	7	53.8	3330	36.6
1 PROVISION	6	46.2	5768	63.4
TOTAL	13	100.0	9098	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	8	61.5	3713	40.8
1 PROVISION	5	38.5	5385	59.2
TOTAL	13	100.0	9098	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	4	30.8	1433	15.8
1 PROVISION	9	69.2	7665	84.2
TOTAL	13	100.0	9098	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	8	61.5	6324	69.5
1 PROVISION	5	38.5	2774	30.5
TOTAL	13	100.0	9098	100.0

PART I: g
COMMUNITY, BUSINESS AND PERSONAL SERVICES

(51 agreements covering 43,393 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	43	84.3	13336	30.7
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	7	13.7	29847	68.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	2.0	210	0.5
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	21	41.2	2824	6.5
2 200 - 499 EMPLOYEES	19	37.3	5876	13.5
3 500 - 999 EMPLOYEES	8	15.7	4912	11.3
4 1000 - 4999 EMPLOYEES	2	3.9	6049	13.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	2.0	23732	54.7
TOTAL	51	100.0	43393	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	51	100.0	43393	100.0
1 FEDERAL	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	15	29.4	4389	10.1
1 PUBLIC	36	70.6	39004	89.9
TOTAL	51	100.0	43393	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	9	17.6	3303	7.6
1 MORE THAN 1 YEAR, LESS THAN 2	6	11.8	1112	2.6
2 2 YEARS	16	31.4	3926	9.0
3 MORE THAN 2 YEARS, LESS THAN 3	3	5.9	702	1.6
4 3 YEARS	11	21.6	4029	9.3
5 MORE THAN 3 YEARS	5	9.8	29931	69.0
6 OTHER	1	2.0	390	0.9
TOTAL	51	100.0	43393	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	7	13.7	2036	4.7
1 1ST HALF OF 1986	14	27.5	32826	75.6
2 2ND HALF OF 1986	14	27.5	2517	5.8
3 1ST HALF OF 1987	10	19.6	3710	8.5
4 2ND HALF OF 1987	3	5.9	1387	3.2
5 1ST HALF OF 1988	1	2.0	214	0.5
6 2ND HALF OF 1988	2	3.9	703	1.6
7 LATER THAN 1988	-	-	-	-
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	2	3.9	315	0.7
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	1	2.0	140	0.3
3 LOWER COAST AND LOWER MAINLAND	25	49.0	8839	20.4
4 VANCOUVER ISLAND	12	23.5	2799	6.5
5 CENTRAL INTERIOR	3	5.9	896	2.1
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	1	2.0	115	0.3
8 TWO OR MORE REGIONS	6	11.8	30019	69.2
9 INTER-PROVINCIAL	1	2.0	270	0.6
TOTAL	51	100.0	43393	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	5	9.8	1360	3.1
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	29	56.9	9336	21.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	11	21.6	31208	71.9
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	6	11.8	1489	3.4
4 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	17	33.3	8881	20.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	3	5.9	530	1.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	22	43.1	29679	68.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	5.9	1733	4.0
5 CONTRACTING OUT PROHIBITED ENTIRELY	3	5.9	1147	2.6
6 OTHER	3	5.9	1423	3.3
TOTAL	51	100.0	43393	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	1	2.0	150	0.3
2 UNION SHOP	33	64.7	14127	32.6
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	15	29.4	28650	66.0
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	2	3.9	466	1.1
TOTAL	51	100.0	43393	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	2.0	214	0.5
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	34	66.7	14565	33.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	15	29.4	28464	65.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	2.0	150	0.3
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	15	29.4	5148	11.9
1 CROSS PICKET LINES	28	54.9	35815	82.5
2 HOT CARGOES	1	2.0	350	0.8
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	4	7.8	528	1.2
5 OTHER	3	5.9	1552	3.6
TOTAL	51	100.0	43393	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	2	3.9	23882	55.0
1 UNION HIRING HALL	1	2.0	150	0.3
2 EMPLOYER (PLANT, BARGAINING UNIT)	37	72.5	15961	36.8
3 DEPARTMENT (BRANCH, DIVISION)	1	2.0	214	0.5
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	3	5.9	953	2.2
6 EMPLOYER AND CRAFT	3	5.9	1400	3.2
7 COMBINATION OF THE ABOVE	4	7.8	833	1.9
8 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	1	2.0	106	0.2
1 ONE CALENDAR MONTH	5	9.8	1064	2.5
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	21	41.2	34247	78.9
4 SIX CALENDAR MONTHS	7	13.7	2486	5.7
5 THIRTY WORKING DAYS	3	5.9	535	1.2
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	2	3.9	453	1.0
8 240 WORKING DAYS	-	-	-	-
9 OTHER	12	23.5	4502	10.4
TOTAL	51	100.0	43393	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	3	5.9	706	1.6
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	20	39.2	6838	15.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	19	37.3	9456	21.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	15.7	26135	60.2
5 OTHER	1	2.0	258	0.6
TOTAL	51	100.0	43393	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	2	3.9	997	2.3
1 STRAIGHT SENIORITY	9	17.6	1816	4.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	27	52.9	31785	73.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	11.8	6821	15.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	9.8	1606	3.7
5 OTHER	2	3.9	368	0.8
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	7	13.7	1725	4.0
1 LESS THAN 24 HOURS	1	2.0	790	1.8
2 24 HOURS TO 48 HOURS	1	2.0	253	0.6
3 72 HOURS	-	-	-	-
4 ONE WEEK	3	5.9	1440	3.3
5 TWO WEEKS	5	9.8	1463	3.4
6 ONE MONTH	10	19.6	2405	5.5
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	14	27.5	33326	76.8
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	10	19.6	1991	4.6
TOTAL	51	100.0	43393	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	3	5.9	1550	3.6
1 STRAIGHT SENIORITY	10	19.6	2000	4.6
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	30	58.8	36946	85.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	5.9	1792	4.1
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	5.9	895	2.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	2	3.9	210	0.5
TOTAL	51	100.0	43393	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	11	21.6	3157	7.3
1 FAILURE TO REPORT WHEN NOTIFIED	8	15.7	3317	7.6
2 AFTER A SPECIFIED PERIOD OFF WORK	5	9.8	1039	2.4
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	27	52.9	35880	82.7
TOTAL	51	100.0	43393	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	8	15.7	2322	5.4
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	5	9.8	1468	3.4
3 SEVEN TO TWELVE MONTHS	1	2.0	152	0.4
4 TWELVE MONTHS	24	47.1	35313	81.4
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	4	7.8	2111	4.9
6 MORE THAN TWENTY-FOUR MONTHS	1	2.0	150	0.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	5	9.8	927	2.1
8 NOT SPECIFIED OR INDEFINITE	2	3.9	600	1.4
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	2.0	350	0.8
TOTAL	51	100.0	43393	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	34	66.7	32938	75.9
1 UP TO 1 YEAR	5	9.8	2506	5.8
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	5	9.8	6554	15.1
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	7	13.7	1395	3.2
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	30	58.8	12245	28.2
1 SENIORITY LOST ON TRANSFER	3	5.9	1210	2.8
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	5	9.8	2290	5.3
3 SENIORITY RETAINED INDEFINITELY	9	17.6	26288	60.6
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	4	7.8	1360	3.1
TOTAL	51	100.0	43393	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	50	98.0	43183	99.5
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	1	2.0	210	0.5
4 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	3	5.9	584	1.3
1 PROVISION	48	94.1	42809	98.7
TOTAL	51	100.0	43393	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	39	76.5	39388	90.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	4	7.8	1419	3.3
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	8	15.7	2586	6.0
TOTAL	51	100.0	43393	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	47	92.2	18266	42.1
1 PROVISION	4	7.8	25127	57.9
TOTAL	51	100.0	43393	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	12	23.5	3663	8.4
1 APPRENTICESHIP	-	-	-	-
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	10	19.6	2555	5.9
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	5	9.8	1612	3.7
4 1 AND 2	3	5.9	618	1.4
5 1 AND 3	5	9.8	1490	3.4
6 2 AND 3	3	5.9	2054	4.7
7 1, 2 AND 3	2	3.9	800	1.8
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	3	5.9	772	1.8
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	2.0	97	0.2
10 OTHER	7	13.7	29732	68.5
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	46	90.2	18167	41.9
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	2.0	307	0.7
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	2.0	587	1.4
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	3	5.9	24332	56.1
TOTAL	51	100.0	43393	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	48	94.1	42047	96.9
1 REDUCTION IN NORMAL HOURS OF WORK	2	3.9	1240	2.9
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	2.0	106	0.2
TOTAL	51	100.0	43393	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	11	21.6	3731	8.6
1 REGULAR RATE OF EMPLOYEE	1	2.0	150	0.3
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	32	62.7	36914	85.1
3 RATE OF TEMPORARY JOB	2	3.9	340	0.8
4 OTHER	5	9.8	2258	5.2
TOTAL	51	100.0	43393	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	47	92.2	42147	97.1
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.0	207	0.5
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.0	790	1.8
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.0	123	0.3
5 OTHER	1	2.0	126	0.3
TOTAL	51	100.0	43393	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	48	94.1	42877	98.8
1 PROHIBITED	1	2.0	310	0.7
2 PERMITTED - WITH RESTRICTIONS	1	2.0	100	0.2
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	2.0	106	0.2
TOTAL	51	100.0	43393	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	20	39.2	7551	17.4
1 UNION-MANAGEMENT CONSULTATION ONLY	6	11.8	1349	3.1
2 ARBITRATION IF CONSULTATION FAILS	22	43.1	34044	78.5
3 OTHER	3	5.9	449	1.0
TOTAL	51	100.0	43393	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	27.5	32009	73.8
1 LESS THAN THREE MONTHS	9	17.6	2822	6.5
2 THREE MONTHS	19	37.3	6326	14.6
3 SIX MONTHS	1	2.0	270	0.6
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	4	7.8	857	2.0
6 OTHER	4	7.8	1109	2.6
TOTAL	51	100.0	43393	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	23	45.1	35093	80.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	9	17.6	3599	8.3
2 CONSULTATION - DETAILS UNSPECIFIED	19	37.3	4701	10.8
3 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	28	54.9	36821	84.9
1 PROVISION	23	45.1	6572	15.1
TOTAL	51	100.0	43393	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	17	33.3	4376	10.1
1 STRAIGHT LAYOFF	2	3.9	547	1.3
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	19	37.3	5416	12.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	3	5.9	570	1.3
5 COMBINATION	8	15.7	31395	72.4
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	2.0	502	1.2
7 OTHER	1	2.0	587	1.4
TOTAL	51	100.0	43393	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	28	54.9	32407	74.7
1 LESS THAN ONE YEAR	3	5.9	870	2.0
2 ONE YEAR	16	31.4	4754	11.0
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	2.0	150	0.3
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	2	3.9	463	1.1
7 TEN YEARS	1	2.0	4749	10.9
8 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	24	47.1	30917	71.2
1 ONE WEEK'S PAY PER YEAR OF SERVICE	12	23.5	2761	6.4
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	2.0	450	1.0
3 VARIES ACCORDING TO LENGTH OF SERVICE	8	15.7	6589	15.2
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	4	7.8	1971	4.5
5 OTHER	2	3.9	705	1.6
TOTAL	51	100.0	43393	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	32	62.7	32659	75.3
1 LESS THAN 20 WEEKS' PAY	6	11.8	2017	4.6
2 20 - 25 WEEKS' PAY	4	7.8	5729	13.2
3 26 - 29 WEEKS' PAY	8	15.7	2678	6.2
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	1	2.0	310	0.7
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	38	74.5	10022	23.1
1 LESS THAN THREE MONTHS	5	9.8	2039	4.7
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	5.9	2115	4.9
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	2.0	202	0.5
5 BY LENGTH OF SERVICE	4	7.8	29015	66.9
6 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	19	37.3	9901	22.8
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	19	37.3	6352	14.6
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	3.9	662	1.5
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	10	19.6	25891	59.7
6 OTHER	1	2.0	587	1.4
TOTAL	51	100.0	43393	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	23	45.1	11320	26.1
1 COMPANY PROGRAM	14	27.5	5287	12.2
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	2.0	23732	54.7
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	13	25.5	3054	7.0
5 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	48	94.1	42471	97.9
1 PROVISION	3	5.9	922	2.1
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	51	100.0	43393	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	11	21.6	3081	7.1
1 WAGE ADJUSTMENT EVERY SIX MONTHS	6	11.8	1727	4.0
2 WAGE ADJUSTMENT YEARLY	17	33.3	5487	12.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	13	25.5	32429	74.7
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	2	3.9	313	0.7
5 OTHER	2	3.9	356	0.8
TOTAL	51	100.0	43393	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	49	96.1	43023	99.1
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	2.0	270	0.6
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	2.0	100	0.2
TOTAL	51	100.0	43393	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	22	43.1	7501	17.3
1 SEVERANCE PAY PLAN	28	54.9	35752	82.4
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	2.0	140	0.3
5 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	51	100.0	43393	100.0
1 PROVISION	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	26	51.0	8016	18.5
1 LESS THAN ONE YEAR	4	7.8	1015	2.3
2 ONE YEAR	13	25.5	3943	9.1
3 TWO YEARS	1	2.0	374	0.9
4 THREE YEARS	2	3.9	410	0.9
5 FIVE YEARS	1	2.0	450	1.0
6 TEN YEARS	3	5.9	28681	66.1
7 OTHER	1	2.0	504	1.2
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	23	45.1	7641	17.6
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	2.0	450	1.0
2 ONE WEEK'S PAY PER YEAR OF SERVICE	3	5.9	812	1.9
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	2.0	100	0.2
4 VARIES ACCORDING TO LENGTH OF SERVICE	20	39.2	33840	78.0
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	3	5.9	550	1.3
TOTAL	51	100.0	43393	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	27	52.9	8501	19.6
1 LESS THAN 20 WEEKS' PAY	6	11.8	1267	2.9
2 20 WEEKS' PAY	2	3.9	28481	65.6
3 21 - 25 WEEKS' PAY	5	9.8	1437	3.3
4 26 - 29 WEEKS' PAY	7	13.7	2730	6.3
5 30 - 52 WEEKS' PAY	1	2.0	150	0.3
6 NO MAXIMUM	2	3.9	627	1.4
7 OTHER	1	2.0	200	0.5
TOTAL	51	100.0	43393	100.0
FIELD 6-08 COLA				
0 NO PROVISION	50	98.0	43233	99.6
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	1	2.0	160	0.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	50	98.0	43233	99.6
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	2.0	160	0.4
TOTAL	51	100.0	43393	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			914	2.8
1 LESS THAN SEVEN HOURS			445	1.3
2 SEVEN HOURS			78	0.2
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			25495	76.7
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			5842	17.6
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			457	1.4
TOTAL			33231	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	3.1
1 LESS THAN SEVEN HOURS			270	2.7
2 SEVEN HOURS			4718	46.4
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			4724	46.5
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			140	1.4
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			10162	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			900	2.7
1 THREE DAYS			-	-
2 FOUR DAYS			38	0.1
3 FIVE DAYS			6737	20.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			24305	73.1
7 OTHER			1251	3.8
TOTAL			33231	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			10062	99.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			100	1.0
7 OTHER			-	-
TOTAL			10162	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			900	2.7
1 LESS THAN 35 HOURS			445	1.3
2 35 HOURS			992	3.0
3 37 1/2 HOURS			25495	76.7
4 40 HOURS			4942	14.9
5 MORE THAN 40 HOURS			-	-
6 OTHER			457	1.4
TOTAL			33231	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	3.1
1 LESS THAN 35 HOURS			270	2.7
2 35 HOURS			4639	45.7
3 37 1/2 HOURS			4803	47.3
4 40 HOURS			40	0.4
5 MORE THAN 40 HOURS			-	-
6 OTHER			100	1.0
TOTAL			10162	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	5	9.8	2252	5.2
1 TWO DAYS (CONSECUTIVE)	40	78.4	11299	26.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	3.9	28481	65.6
7 OTHER	4	7.8	1361	3.1
TOTAL	51	100.0	43393	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	41	80.4	39774	91.7
1 THREE HOURS' PAY	1	2.0	270	0.6
2 FOUR HOURS' PAY	6	11.8	2611	6.0
3 FULL SHIFT'S PAY	1	2.0	150	0.3
4 OTHER	2	3.9	588	1.4
TOTAL	51	100.0	43393	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	48	94.1	42579	98.1
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	2.0	150	0.3
3 OTHER	2	3.9	664	1.5
TOTAL	51	100.0	43393	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	10	19.6	3778	8.7
1 TWO FOR A TOTAL OF 20 MINUTES	6	11.8	1380	3.2
2 TWO FOR A TOTAL OF 30 MINUTES	27	52.9	36573	84.3
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	5.9	904	2.1
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	2.0	200	0.5
6 OTHER	4	7.8	558	1.3
TOTAL	51	100.0	43393	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	26	51.0	7367	17.0
1 LESS THAN ONE DAY (24 HOURS)	1	2.0	150	0.3
2 ONE DAY (24 HOURS)	6	11.8	2368	5.5
3 MORE THAN ONE DAY LESS THAN THREE	8	15.7	2141	4.9
4 THREE DAYS TO LESS THAN SEVEN	2	3.9	1410	3.2
5 SEVEN TO FOURTEEN DAYS	4	7.8	29007	66.8
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	2.0	150	0.3
8 OTHER	3	5.9	800	1.8
TOTAL	51	100.0	43393	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	51	100.0	43393	100.0
1 PROVISION	-	-	-	-
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	47	92.2	42560	98.1
1 PROVISION	4	7.8	833	1.9
TOTAL	51	100.0	43393	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	48	94.1	42773	98.6
1 PROVISION	3	5.9	620	1.4
TOTAL	51	100.0	43393	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	41	80.4	38526	88.8
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	2	3.9	574	1.3
4 TO COMMENCE DURING TERM OF AGREEMENT	1	2.0	450	1.0
5 UNDER STUDY	-	-	-	-
6 OTHER	7	13.7	3843	8.9
TOTAL	51	100.0	43393	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	5	9.8	2414	5.6
1 1 1/2 X FOR ONE HOUR, THEN 2 X	3	5.9	1053	2.4
2 1 1/2 X FOR TWO HOURS, THEN 2 X	12	23.5	26196	60.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	16	31.4	8372	19.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	9.8	1730	4.0
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	9	17.6	3183	7.3
7 OTHER	1	2.0	445	1.0
TOTAL	51	100.0	43393	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	7	13.7	3112	7.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	7.8	1260	2.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	13.7	1210	2.8
3 1 1/2 X FOR THREE HOURS, THEN 2 X	8	15.7	2010	4.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	11.8	1940	4.5
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	3.9	490	1.1
6 2 X	11	21.6	3937	9.1
7 OTHER	6	11.8	29434	67.8
TOTAL	51	100.0	43393	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	13	25.5	4342	10.0
1 1 1/2 X	6	11.8	1648	3.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.0	150	0.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	2	3.9	4864	11.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	5.9	818	1.9
6 2 X	25	49.0	31181	71.9
7 OTHER	1	2.0	390	0.9
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	12	23.5	4182	9.6
1 1 1/2 X	1	2.0	214	0.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	3.9	316	0.7
5 2 X	33	64.7	33427	77.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	3	5.9	5254	12.1
TOTAL	51	100.0	43393	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	3	5.9	1655	3.8
1 PAY ONLY	20	39.2	5528	12.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	28	54.9	36210	83.4
4 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	28	54.9	11986	27.6
1 RIGHT TO REFUSE	18	35.3	7160	16.5
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	4	7.8	24040	55.4
4 OTHER	1	2.0	207	0.5
TOTAL	51	100.0	43393	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	34	66.7	37797	87.1
1 BASED ON SENIORITY	5	9.8	1764	4.1
2 SHARED AMONG ALL EMPLOYEES	11	21.6	3722	8.6
3 OTHER	1	2.0	110	0.3
TOTAL	51	100.0	43393	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	42	82.4	41134	94.8
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	3	5.9	923	2.1
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.0	150	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	3	5.9	778	1.8
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	2	3.9	408	0.9
TOTAL	51	100.0	43393	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	42	82.4	40676	93.7
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	2	3.9	800	1.8
2 1 1/2 X	1	2.0	150	0.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.0	150	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	3.9	654	1.5
6 FLAT AMOUNT PER HOUR OR PER DAY	2	3.9	705	1.6
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.0	258	0.6
TOTAL	51	100.0	43393	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	7	13.7	1870	4.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	2.0	502	1.2
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	6	11.8	2480	5.7
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	2	3.9	668	1.5
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	15	29.4	31911	73.5
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	3	5.9	610	1.4
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	7	13.7	2645	6.1
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	2.0	106	0.2
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	9	17.6	2601	6.0
TOTAL	51	100.0	43393	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	32	62.7	13391	30.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	11	21.6	27330	63.0
2 ON DESIGNATED SHIFTS	4	7.8	1892	4.4
3 1 AND 2	1	2.0	294	0.7
4 OTHER	3	5.9	486	1.1
TOTAL	51	100.0	43393	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	35	68.6	15744	36.3
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	1	2.0	150	0.3
3 $5.00 TO $5.99	3	5.9	615	1.4
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	7	13.7	25407	58.6
6 MEAL PROVIDED	1	2.0	790	1.8
7 OTHER	4	7.8	687	1.6
TOTAL	51	100.0	43393	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	44	86.3	40728	93.9
1 1 1/2 X	1	2.0	270	0.6
2 1 1/2 X FOLLOWED BY A HIGHER RATE	3	5.9	993	2.3
3 2 X	1	2.0	110	0.3
4 FLAT AMOUNT	1	2.0	790	1.8
5 OTHER	1	2.0	502	1.2
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	38	74.5	10931	25.2
1 PROVISION	13	25.5	32462	74.8
TOTAL	51	100.0	43393	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	39	76.5	16588	38.2
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	19.6	2486	5.7
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	3.9	24319	56.0
TOTAL	51	100.0	43393	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	22	43.1	7237	16.7
1 LESS THAN 20 CENTS PER HOUR	2	3.9	787	1.8
2 20 - 29 CENTS PER HOUR	6	11.8	1194	2.8
3 30 - 49 CENTS PER HOUR	6	11.8	2382	5.5
4 50 - 75 CENTS PER HOUR	3	5.9	28591	65.9
5 MORE THAN 75 CENTS PER HOUR	2	3.9	765	1.8
6 1/2 HOUR'S PAY PER SHIFT	4	7.8	924	2.1
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	4	7.8	1278	2.9
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	2	3.9	235	0.5
TOTAL	51	100.0	43393	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	21	41.2	7179	16.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	5.9	869	2.0
3 30 - 49 CENTS PER HOUR	7	13.7	1621	3.7
4 50 - 74 CENTS PER HOUR	6	11.8	30112	69.4
5 75 - $1.00 PER HOUR	2	3.9	518	1.2
6 MORE THAN $1.00 PER HOUR	1	2.0	505	1.2
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	2	3.9	601	1.4
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	5	9.8	1408	3.2
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	2.0	123	0.3
13 OTHER	3	5.9	457	1.1
TOTAL	51	100.0	43393	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	33	64.7	9705	22.4
1 LESS THAN 20 CENTS	2	3.9	286	0.7
2 20 - 29 CENTS PER HOUR	1	2.0	200	0.5
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	1	2.0	100	0.2
7 FLAT AMOUNT PER SHIFT	1	2.0	253	0.6
8 SPLIT SHIFT PROHIBITED	3	5.9	6553	15.1
9 OTHER	10	19.6	26296	60.6
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	26	51.0	8908	20.5
1 PROVISION	25	49.0	34485	79.5
TOTAL	51	100.0	43393	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	48	94.1	38177	88.0
1 PROVISION	3	5.9	5216	12.0
TOTAL	51	100.0	43393	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	2	3.9	1290	3.0
3 TEN DAYS	4	7.8	1287	3.0
4 ELEVEN DAYS	43	84.3	40600	93.6
5 TWELVE DAYS	1	2.0	106	0.2
6 THIRTEEN DAYS	1	2.0	110	0.3
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	23	45.1	34572	79.7
1 MINIMUM LENGTH OF SERVICE	9	17.6	2606	6.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	5	9.8	939	2.2
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	9	17.6	3156	7.3
7 OTHER	5	9.8	2120	4.9
TOTAL	51	100.0	43393	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	27	52.9	35525	81.9
1 LESS THAN ONE MONTH	5	9.8	1182	2.7
2 ONE MONTH	11	21.6	4060	9.4
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	4	7.8	557	1.3
6 OTHER	4	7.8	2069	4.8
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	7	13.7	1893	4.4
1 ANOTHER DAY OFF	1	2.0	450	1.0
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	9	17.6	3311	7.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	25	49.0	11824	27.2
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	9	17.6	25915	59.7
TOTAL	51	100.0	43393	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	8	15.7	2632	6.1
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	31	60.8	36507	84.1
2 AN EXTRA DAY'S PAY	6	11.8	1358	3.1
3 1 OR 2	5	9.8	2394	5.5
4 OTHER	1	2.0	502	1.2
TOTAL	51	100.0	43393	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	18	35.3	5799	13.4
1 ANOTHER PAID DAY OFF	28	54.9	35707	82.3
2 ANOTHER DAY'S PAY	3	5.9	1320	3.0
3 1 OR 2	2	3.9	567	1.3
4 NOT GRANTED	-	-	-	-
TOTAL	51	100.0	43393	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	9	17.6	3430	7.9
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	3.9	410	0.9
2 ONE WEEK AFTER 6 MONTHS	2	3.9	484	1.1
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	31	60.8	37548	86.5
4 OTHER	7	13.7	1521	3.5
TOTAL	51	100.0	43393	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	2.0	900	2.1
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	2	3.9	523	1.2
3 FOUR WEEKS	2	3.9	930	2.1
4 FIVE WEEKS	12	23.5	2605	6.0
5 SIX WEEKS	25	49.0	6920	15.9
6 SEVEN WEEKS	3	5.9	915	2.1
7 EIGHT WEEKS	1	2.0	310	0.7
8 OTHER	5	9.8	30290	69.8
TOTAL	51	100.0	43393	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	3.9	1210	2.8
1 MINIMUM GREATER THAN THREE WEEKS	5	9.8	29940	69.0
2 ONE YEAR OF SERVICE	24	47.1	6491	15.0
3 TWO YEARS	7	13.7	2158	5.0
4 THREE YEARS	9	17.6	2873	6.6
5 FOUR YEARS	4	7.8	721	1.7
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	7.8	1733	4.0
1 ONE YEAR OF SERVICE	4	7.8	29840	68.8
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	2.0	100	0.2
4 FOUR YEARS	3	5.9	1550	3.6
5 FIVE YEARS	6	11.8	1348	3.1
6 SIX YEARS	5	9.8	1437	3.3
7 SEVEN YEARS	12	23.5	3487	8.0
8 EIGHT YEARS	7	13.7	1424	3.3
9 NINE YEARS	6	11.8	1308	3.0
10 TEN YEARS	3	5.9	1166	2.7
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	51	100.0	43393	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	11.8	2663	6.1
1 ONE YEAR OF SERVICE	1	2.0	445	1.0
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	2.0	100	0.2
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	3.9	2214	5.1
8 EIGHT YEARS	1	2.0	505	1.2
9 NINE YEARS	3	5.9	28591	65.9
10 TEN YEARS	1	2.0	270	0.6
11 ELEVEN YEARS	2	3.9	485	1.1
12 TWELVE YEARS	5	9.8	1431	3.3
13 THIRTEEN YEARS	2	3.9	313	0.7
14 FOURTEEN YEARS	4	7.8	910	2.1
15 FIFTEEN YEARS	9	17.6	1983	4.6
16 SIXTEEN YEARS	6	11.8	1309	3.0
17 SEVENTEEN YEARS	4	7.8	1158	2.7
18 EIGHTEEN YEARS	3	5.9	916	2.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	2.0	100	0.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	51	100.0	43393	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	18	35.3	5268	12.1
1 ONE YEAR OF SERVICE	1	2.0	445	1.0
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	1	2.0	505	1.2
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	2.0	914	2.1
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	3.9	28481	65.6
15 FIFTEEN YEARS	1	2.0	270	0.6
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	2.0	294	0.7
18 EIGHTEEN YEARS	2	3.9	1410	3.2
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	5	9.8	1459	3.4
21 TWENTY-ONE YEARS	1	2.0	150	0.3
22 TWENTY-TWO YEARS	4	7.8	733	1.7
23 TWENTY-THREE YEARS	4	7.8	1168	2.7
24 TWENTY-FOUR YEARS	4	7.8	559	1.3
25 TWENTY-FIVE YEARS	3	5.9	532	1.2
26 TWENTY-SIX YEARS	1	2.0	502	1.2
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	2.0	253	0.6
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	2.0	450	1.0
TOTAL	51	100.0	43393	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	45	88.2	13604	31.4
1	ONE YEAR OF SERVICE	1	2.0	445	1.0
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	2	3.9	28481	65.6
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	2.0	160	0.4
31	THIRTY-ONE YEARS	47	92.2	14017	32.3
32	THIRTY-TWO YEARS	1	2.0	445	1.0
33	THIRTY-THREE YEARS	1	2.0	253	0.6
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	1	2.0	450	1.0
	TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	47	92.2	14017	32.3
1 ONE YEAR OF SERVICE	1	2.0	445	1.0
2 TWO YEARS	1	2.0	253	0.6
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	2.0	450	1.0
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	3.9	28481	65.6
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	1	2.0	502	1.2
32 THIRTY-TWO YEARS	26	51.0	35265	81.3
33 THIRTY-THREE YEARS	15	29.4	4889	11.3
34 THIRTY-FOUR YEARS	9	17.6	2737	6.3
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	1	2.0	450	1.0
TOTAL	51	100.0	43393	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	1	2.0	502	1.2
1 REGULAR PAY	26	51.0	35265	81.3
2 PERCENTAGE OF YEARLY GROSS EARNINGS	15	29.4	4889	11.3
3 1 OR 2, WHICHEVER IS GREATER	9	17.6	2737	6.3
4 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	23	45.1	7341	16.9
1 WITH LIMITATIONS	24	47.1	11910	27.4
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	3	5.9	23992	55.3
4 OTHER	1	2.0	150	0.3
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	40	78.4	12316	28.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	10	19.6	30807	71.0
3 OTHER	1	2.0	270	0.6
TOTAL	51	100.0	43393	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	5.9	461	1.1
1 ONE DAY	1	2.0	156	0.4
2 TWO DAYS	-	-	-	-
3 THREE DAYS	24	47.1	7865	18.1
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	9	17.6	2602	6.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	10	19.6	30253	69.7
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	2.0	152	0.4
8 OTHER	3	5.9	1904	4.4
TOTAL	51	100.0	43393	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	5	9.8	1451	3.3
1 PROVISION FOR FULL REGULAR PAY	45	88.2	41632	95.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	2.0	310	0.7
TOTAL	51	100.0	43393	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	2	3.9	4963	11.4
1 PAID LEAVE	6	11.8	1402	3.2
2 UNPAID LEAVE	13	25.5	27121	62.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	26	51.0	8227	19.0
4 OTHER	4	7.8	1680	3.9
TOTAL	51	100.0	43393	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	41	80.4	12525	28.9
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	6	11.8	1787	4.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	5.9	28631	66.0
7 OTHER	1	2.0	450	1.0
TOTAL	51	100.0	43393	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	44	86.3	40598	93.6
1 ONE MONTHS' SERVICE	1	2.0	150	0.3
2 TWO TO SIX MONTHS' SERVICE	4	7.8	1248	2.9
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	2	3.9	1397	3.2
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	6	11.8	1578	3.6
1 17 WEEKS	2	3.9	256	0.6
2 18 WEEKS	20	39.2	7223	16.6
3 19 - 25 WEEKS	2	3.9	302	0.7
4 26 WEEKS	12	23.5	30988	71.4
5 27 - 52 WEEKS	4	7.8	896	2.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	2	3.9	660	1.5
8 OTHER	3	5.9	1490	3.4
TOTAL	51	100.0	43393	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	51	100.0	43393	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	15	29.4	28535	65.8
1 SENIORITY RETAINED	18	35.3	8514	19.6
2 SENIORITY ACCUMULATED	7	13.7	1628	3.8
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	7	13.7	2214	5.1
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	2	3.9	1745	4.0
5 OTHER	2	3.9	757	1.7
TOTAL	51	100.0	43393	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	32	62.7	9994	23.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	9	17.6	30615	70.6
3 TWO DAYS	2	3.9	811	1.9
4 THREE DAYS	4	7.8	1255	2.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	4	7.8	718	1.7
TOTAL	51	100.0	43393	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	23	45.1	7623	17.6
1 PAID LEAVE	3	5.9	562	1.3
2 UNPAID LEAVE	22	43.1	34239	78.9
3 OTHER	3	5.9	969	2.2
TOTAL	51	100.0	43393	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	25	49.0	6938	16.0
1 LEAVE WITH FULL PAY	3	5.9	515	1.2
2 LEAVE WITH PARTIAL PAY	2	3.9	755	1.7
3 LEAVE WITHOUT PAY	8	15.7	1514	3.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	5.9	721	1.7
5 OTHER	10	19.6	32950	75.9
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	29	56.9	10636	24.5
1 ONE DAY	2	3.9	211	0.5
2 TWO DAYS	1	2.0	23732	54.7
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	11	21.6	2371	5.5
7 OTHER	8	15.7	6443	14.8
TOTAL	51	100.0	43393	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	24	47.1	11828	27.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	6	11.8	1973	4.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	7	13.7	25197	58.1
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	5	9.8	1577	3.6
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	9	17.6	2818	6.5
TOTAL	51	100.0	43393	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	12	23.5	2555	5.9
1 PROVISION	39	76.5	40838	94.1
TOTAL	51	100.0	43393	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	3	5.9	1564	3.6
1 HEALTH AND WELFARE FUND	3	5.9	1040	2.4
2 SERIES OF PLANS	44	86.3	40656	93.7
3 OTHER	1	2.0	133	0.3
TOTAL	51	100.0	43393	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	21	41.2	5428	12.5
1 IMMEDIATELY ON BEING EMPLOYED	3	5.9	320	0.7
2 ONE MONTH	5	9.8	1636	3.8
3 THREE MONTHS	5	9.8	24481	56.4
4 SIX MONTHS	3	5.9	1266	2.9
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	12	23.5	9272	21.4
7 OTHER	2	3.9	990	2.3
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	47	92.2	42220	97.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	2	3.9	890	2.1
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	2	3.9	283	0.7
9 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	6	11.8	1908	4.4
1 100% OF PREMIUM	17	33.3	33376	76.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	2.0	105	0.2
3 75% OF PREMIUM	6	11.8	1110	2.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	11	21.6	3152	7.3
5 50% OF PREMIUM	8	15.7	3496	8.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	1	2.0	106	0.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.0	140	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	13	25.5	3409	7.9
1 100% OF PREMIUM	17	33.3	34457	79.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	2.0	105	0.2
3 75% OF PREMIUM	4	7.8	774	1.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	15.7	2312	5.3
5 50% OF PREMIUM	7	13.7	2196	5.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.0	140	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	7	13.7	2286	5.3
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	28	54.9	31222	72.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	3.9	5254	12.1
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	5.9	2154	5.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	9	17.6	2158	5.0
7 OTHER	2	3.9	319	0.7
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	10	19.6	4204	9.7
1 ONE TO SIX DAYS	3	5.9	963	2.2
2 SEVEN TO TWELVE DAYS	4	7.8	952	2.2
3 THIRTEEN TO FIFTEEN DAYS	6	11.8	2568	5.9
4 SIXTEEN TO EIGHTEEN DAYS	22	43.1	33212	76.5
5 NINETEEN OR MORE DAYS	3	5.9	614	1.4
6 VARIES WITH LENGTH OF SERVICE	2	3.9	775	1.8
7 OTHER	1	2.0	105	0.2
TOTAL	51	100.0	43393	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	18	35.3	6376	14.7
1 30 DAYS OR LESS	1	2.0	150	0.3
2 31 TO 90 DAYS	3	5.9	526	1.2
3 91 TO 120 DAYS	7	13.7	1275	2.9
4 121 TO 150 DAYS	3	5.9	578	1.3
5 151 TO 200 DAYS	8	15.7	30823	71.0
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	5	9.8	1889	4.4
8 UNLIMITED ACCUMULATION	5	9.8	1272	2.9
9 OTHER	1	2.0	504	1.2
TOTAL	51	100.0	43393	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	27	52.9	9585	22.1
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	2.0	502	1.2
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	2.0	258	0.6
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	12	23.5	30461	70.2
4 COMBINATION	4	7.8	901	2.1
5 OTHER	6	11.8	1686	3.9
TOTAL	51	100.0	43393	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	35	68.6	37943	87.4
1 100% OF PREMIUM	8	15.7	3374	7.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	2.0	126	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.0	207	0.5
5 50% OF PREMIUM	1	2.0	130	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	5.9	858	2.0
9 OTHER	2	3.9	755	1.7
TOTAL	51	100.0	43393	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	34	66.7	37569	86.6
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	2.0	207	0.5
3 26 WEEKS	3	5.9	1324	3.1
4 39 WEEKS	1	2.0	270	0.6
5 52 WEEKS	4	7.8	1279	2.9
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.0	505	1.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	11.8	1849	4.3
8 OTHER	1	2.0	390	0.9
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	33	64.7	37436	86.3
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	2.0	450	1.0
4 MORE THAN $200 PER WEEK	2	3.9	597	1.4
5 PERCENTAGE OF EARNINGS	8	15.7	3228	7.4
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	2.0	150	0.3
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	6	11.8	1532	3.5
9 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	33	64.7	10045	23.1
1 PROVISION	18	35.3	33348	76.9
TOTAL	51	100.0	43393	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	8	15.7	2142	4.9
1 100% OF PREMIUM	22	43.1	34810	80.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	4	7.8	821	1.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	9.8	1036	2.4
5 50% OF PREMIUM	4	7.8	1514	3.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	9.8	2243	5.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	3	5.9	827	1.9
TOTAL	51	100.0	43393	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	8	15.7	2142	4.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	4	7.8	1192	2.7
3 $10,001 TO $15,000	2	3.9	477	1.1
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	5	9.8	29695	68.4
6 VARIES ACCORDING TO EARNINGS	11	21.6	2919	6.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	17	33.3	5087	11.7
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	2.0	790	1.8
9 OTHER	3	5.9	1091	2.5
TOTAL	51	100.0	43393	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	38	74.5	38325	88.3
1 100% OF PREMIUM	8	15.7	2381	5.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.0	207	0.5
5 50% OF PREMIUM	1	2.0	250	0.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.9	1440	3.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	2.0	790	1.8
10 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	37	72.5	37800	87.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	2	3.9	540	1.2
3 $10,001 TO $15,000	2	3.9	477	1.1
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	2	3.9	1064	2.5
6 VARIES ACCORDING TO EARNINGS	3	5.9	855	2.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	7.8	1787	4.1
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	2.0	790	1.8
9 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	9	17.6	2761	6.4
1 100% OF PREMIUM	15	29.4	32631	75.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	3.9	265	0.6
3 75% OF PREMIUM	7	13.7	1701	3.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	15.7	2511	5.8
5 50% OF PREMIUM	8	15.7	3284	7.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.9	240	0.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	9	17.6	2761	6.4
1 BASIC (A)	1	2.0	390	0.9
2 BASIC AND EXTENDED (A AND B)	5	9.8	940	2.2
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	21	41.2	33644	77.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	27.5	4868	11.2
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	2.0	790	1.8
7 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	16	31.4	5098	11.7
1 PROVISION	35	68.6	38295	88.3
TOTAL	51	100.0	43393	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	19	37.3	6948	16.0
1 UNION	3	5.9	1334	3.1
2 MANAGEMENT	2	3.9	605	1.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	26	51.0	34002	78.4
6 OTHER	1	2.0	504	1.2
TOTAL	51	100.0	43393	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	24	47.1	34564	79.7
1 PROVISION	27	52.9	8829	20.3
TOTAL	51	100.0	43393	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	6	11.8	6364	14.7
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	9	17.6	3573	8.2
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	23	45.1	29741	68.5
4 BY UNION REPRESENTATIVE	2	3.9	297	0.7
5 BY GRIEVANCE COMMITTEE	1	2.0	123	0.3
6 BY WRITTEN NOTICE	8	15.7	3033	7.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	2.0	110	0.3
8 OTHER	1	2.0	152	0.4
TOTAL	51	100.0	43393	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	7	13.7	2193	5.1
1 72 HOURS OR LESS	3	5.9	413	1.0
2 FIVE DAYS	7	13.7	2257	5.2
3 ONE WEEK	5	9.8	24691	56.9
4 TEN DAYS	8	15.7	2469	5.7
5 TWO WEEKS	3	5.9	4983	11.5
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	9	17.6	3851	8.9
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	2.0	253	0.6
10 OTHER	8	15.7	2283	5.3
TOTAL	51	100.0	43393	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	23	45.1	5921	13.6
1 PROVISION	28	54.9	37472	86.4
TOTAL	51	100.0	43393	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	49	96.1	42930	98.9
1 PROVISION	2	3.9	463	1.1
TOTAL	51	100.0	43393	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	29	56.9	37080	85.5
1 PROVISION	22	43.1	6313	14.5
TOTAL	51	100.0	43393	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	35	68.6	37635	86.7
1 PROVISION	16	31.4	5758	13.3
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	11	21.6	7460	17.2
2 PERMANENT UMPIRE (NAMED)	2	3.9	1510	3.5
3 TRIPARTITE BOARD	20	39.2	29678	68.4
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	18	35.3	4745	10.9
6 OTHER	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	47	92.2	42795	98.6
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	4	7.8	598	1.4
TOTAL	51	100.0	43393	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	43	84.3	41343	95.3
1 PROVISION	8	15.7	2050	4.7
TOTAL	51	100.0	43393	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	18	35.3	5101	11.8
1 JOINT SAFETY COMMITTEE	30	58.8	37898	87.3
2 OTHER	3	5.9	394	0.9
TOTAL	51	100.0	43393	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	22	43.1	5645	13.0
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	13	25.5	32927	75.9
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	3.9	1290	3.0
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	3	5.9	581	1.3
5 COMBINATION OF 2 AND 3	2	3.9	362	0.8
6 COMBINATION OF 2 AND 4	1	2.0	156	0.4
7 COMBINATION OF 2, 3 AND 4	4	7.8	1601	3.7
8 OTHER	4	7.8	831	1.9
TOTAL	51	100.0	43393	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	24	47.1	7459	17.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	20	39.2	32896	75.8
2 PROVISION FOR PAY OF SAFETY COMMITTEE	7	13.7	3038	7.0
TOTAL	51	100.0	43393	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	32	62.7	36390	83.9
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	16	31.4	6333	14.6
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	2	3.9	555	1.3
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	2.0	115	0.3
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	38	74.5	38607	89.0
1 PROVISION	13	25.5	4786	11.0
TOTAL	51	100.0	43393	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	36	70.6	38105	87.8
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	3	5.9	468	1.1
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	8	15.7	3521	8.1
4 OTHER	4	7.8	1299	3.0
TOTAL	51	100.0	43393	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	50	98.0	43143	99.4
1 PROVISION	1	2.0	250	0.6
TOTAL	51	100.0	43393	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	21	41.2	11954	27.5
1 PROVISION	30	58.8	31439	72.5
TOTAL	51	100.0	43393	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	28	54.9	36699	84.6
1 POLICY STATEMENT ONLY	9	17.6	2548	5.9
2 POLICY AND/OR COMPLAINT PROCEDURE	14	27.5	4146	9.6
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	51	100.0	43393	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	48	94.1	41328	95.2
1 PROVISION	3	5.9	2065	4.8
TOTAL	51	100.0	43393	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	43	84.3	16893	38.9
1 PROVISION	8	15.7	26500	61.1
TOTAL	51	100.0	43393	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	50	98.0	43133	99.4
1 PROVISION	1	2.0	260	0.6
TOTAL	51	100.0	43393	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	21	41.2	6094	14.0
1 PROVISION	30	58.8	37299	86.0
TOTAL	51	100.0	43393	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	37	72.5	39777	91.7
1 PROVISION	14	27.5	3616	8.3
TOTAL	51	100.0	43393	100.0

PART I: h
PUBLIC ADMINISTRATION

(16 agreements covering 45,571 employees)

PUBLIC ADMINISTRATION

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	9	56.3	2618	5.7
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	25.0	961	2.1
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	12.5	39197	86.0
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	1	6.3	2795	6.1
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	8	50.0	1117	2.5
2 200 - 499 EMPLOYEES	4	25.0	1288	2.8
3 500 - 999 EMPLOYEES	1	6.3	549	1.2
4 1000 - 4999 EMPLOYEES	2	12.5	3795	8.3
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	16	100.0	45571	100.0
1 FEDERAL	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	-	-	-	-
1 PUBLIC	16	100.0	45571	100.0
TOTAL	16	100.0	45571	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	1	6.3	549	1.2
1 MORE THAN 1 YEAR, LESS THAN 2	1	6.3	1000	2.2
2 2 YEARS	1	6.3	275	0.6
3 MORE THAN 2 YEARS, LESS THAN 3	1	6.3	38822	85.2
4 3 YEARS	12	75.0	4925	10.8
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	6	37.5	5162	11.3
1 1ST HALF OF 1986	3	18.8	380	0.8
2 2ND HALF OF 1986	4	25.0	802	1.8
3 1ST HALF OF 1987	1	6.3	275	0.6
4 2ND HALF OF 1987	1	6.3	130	0.3
5 1ST HALF OF 1988	-	-	-	-
6 2ND HALF OF 1988	1	6.3	38822	85.2
7 LATER THAN 1988	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	1	6.3	100	0.2
1 OKANAGAN	3	18.8	781	1.7
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	4	25.0	1061	2.3
4 VANCOUVER ISLAND	2	12.5	322	0.7
5 CENTRAL INTERIOR	1	6.3	375	0.8
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	12.5	315	0.7
8 TWO OR MORE REGIONS	3	18.8	42617	93.5
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	16	100.0	45571	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	2	12.5	417	0.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	10	62.5	44494	97.6
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	4	25.0	660	1.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	8	50.0	1977	4.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	4	25.0	42122	92.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	18.8	472	1.0
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	1	6.3	1000	2.2
TOTAL	16	100.0	45571	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	9	56.3	2968	6.5
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	7	43.8	42603	93.5
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	8	50.0	1968	4.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	7	43.8	42603	93.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	6.3	1000	2.2
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	5	31.3	1024	2.2
1 CROSS PICKET LINES	10	62.5	44362	97.3
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	6.3	185	0.4
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	10	62.5	2037	4.5
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	4	25.0	4474	9.8
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	1	6.3	38822	85.2
8 OTHER	1	6.3	238	0.5
TOTAL	16	100.0	45571	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	8	50.0	1626	3.6
4 SIX CALENDAR MONTHS	4	25.0	42759	93.8
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	4	25.0	1186	2.6
TOTAL	16	100.0	45571	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	1	6.3	1000	2.2
1 STRAIGHT SENIORITY	1	6.3	400	0.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	2	12.5	3033	6.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	37.5	1609	3.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	31.3	39387	86.4
5 OTHER	1	6.3	142	0.3
TOTAL	16	100.0	45571	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	2	12.5	322	0.7
1 STRAIGHT SENIORITY	2	12.5	1549	3.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	37.5	1441	3.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	6.3	130	0.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	18.8	512	1.1
5 OTHER	2	12.5	41617	91.3
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	4	25.0	704	1.5
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	2	12.5	543	1.2
5 TWO WEEKS	2	12.5	230	0.5
6 ONE MONTH	1	6.3	1000	2.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	18.8	864	1.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	4	25.0	42230	92.7
TOTAL	16	100.0	45571	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	1	6.3	142	0.3
1 STRAIGHT SENIORITY	1	6.3	1000	2.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	62.5	5095	11.2
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	18.8	512	1.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	3	18.8	3337	7.3
1 FAILURE TO REPORT WHEN NOTIFIED	1	6.3	130	0.3
2 AFTER A SPECIFIED PERIOD OFF WORK	2	12.5	1275	2.8
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	10	62.5	40829	89.6
TOTAL	16	100.0	45571	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	1	6.3	142	0.3
1 LESS THAN SIX MONTHS	1	6.3	1000	2.2
2 SIX MONTHS	1	6.3	275	0.6
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	8	50.0	40393	88.6
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	12.5	2975	6.5
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	18.8	786	1.7
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	10	62.5	43009	94.4
1 UP TO 1 YEAR	1	6.3	400	0.9
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	1	6.3	1000	2.2
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	4	25.0	1162	2.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	7	43.8	42450	93.2
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	4	25.0	797	1.7
3 SENIORITY RETAINED INDEFINITELY	5	31.3	2324	5.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	14	87.5	44922	98.6
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	1	6.3	549	1.2
3 COMBINATION OF ALTERNATIVES	1	6.3	100	0.2
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	2	12.5	1142	2.5
1 PROVISION	14	87.5	44429	97.5
TOTAL	16	100.0	45571	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	8	50.0	2733	6.0
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	4	25.0	41860	91.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	4	25.0	978	2.1
TOTAL	16	100.0	45571	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	16	100.0	45571	100.0
1 PROVISION	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	7	43.8	3805	8.3
1 APPRENTICESHIP	1	6.3	238	0.5
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	1	6.3	185	0.4
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	4	25.0	1597	3.5
7 1, 2 AND 3	3	18.8	39746	87.2
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	15	93.8	45296	99.4
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	15	93.8	45429	99.7
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	6.3	142	0.3
TOTAL	16	100.0	45571	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	2	12.5	368	0.8
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	12	75.0	43928	96.4
3 RATE OF TEMPORARY JOB	1	6.3	1000	2.2
4 OTHER	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	13	81.3	42321	92.9
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	12.5	2975	6.5
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	14	87.5	45299	99.4
1 PROHIBITED	1	6.3	130	0.3
2 PERMITTED - WITH RESTRICTIONS	1	6.3	142	0.3
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	5	31.3	1173	2.6
1 UNION-MANAGEMENT CONSULTATION ONLY	-	-	-	-
2 ARBITRATION IF CONSULTATION FAILS	11	68.8	44398	97.4
3 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	18.8	3451	7.6
1 LESS THAN THREE MONTHS	2	12.5	39822	87.4
2 THREE MONTHS	8	50.0	1858	4.1
3 SIX MONTHS	1	6.3	130	0.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	2	12.5	310	0.7
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	3	18.8	3719	8.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	1	6.3	38822	85.2
2 CONSULTATION - DETAILS UNSPECIFIED	11	68.8	2900	6.4
3 OTHER	1	6.3	130	0.3
TOTAL	16	100.0	45571	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	6	37.5	4754	10.4
1 PROVISION	10	62.5	40817	89.6
TOTAL	16	100.0	45571	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	3	18.8	4344	9.5
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	7	43.8	39857	87.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	2	12.5	530	1.2
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	18.8	698	1.5
7 OTHER	1	6.3	142	0.3
TOTAL	16	100.0	45571	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	6	37.5	4946	10.9
1 LESS THAN ONE YEAR	1	6.3	130	0.3
2 ONE YEAR	6	37.5	39714	87.1
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	3	18.8	781	1.7
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	6	37.5	4946	10.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	3	18.8	781	1.7
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	5	31.3	39614	86.9
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	12.5	230	0.5
TOTAL	16	100.0	45571	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	7	43.8	5321	11.7
1 LESS THAN 20 WEEKS' PAY	6	37.5	1168	2.6
2 20 - 25 WEEKS' PAY	1	6.3	130	0.3
3 26 - 29 WEEKS' PAY	2	12.5	38952	85.5
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	12	75.0	6094	13.4
1 LESS THAN THREE MONTHS	2	12.5	475	1.0
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	6.3	180	0.4
6 OTHER	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	4	25.0	3593	7.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	7	43.8	39973	87.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	6.3	1000	2.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	3	18.8	605	1.3
6 OTHER	1	6.3	400	0.9
TOTAL	16	100.0	45571	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	5	31.3	4593	10.1
1 COMPANY PROGRAM	3	18.8	39382	86.4
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	8	50.0	1596	3.5
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	14	87.5	6619	14.5
1 PROVISION	2	12.5	38952	85.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	15	93.8	6749	14.8
1 EMPLOYER PAYS FULL COST	1	6.3	38822	85.2
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	18.8	1824	4.0
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	6.3	400	0.9
2 WAGE ADJUSTMENT YEARLY	6	37.5	1185	2.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	6	37.5	42162	92.5
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	15	93.8	44571	97.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	6.3	1000	2.2
TOTAL	16	100.0	45571	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	5	31.3	1196	2.6
1 SEVERANCE PAY PLAN	11	68.8	44375	97.4
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	16	100.0	45571	100.0
1 PROVISION	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	6	37.5	1571	3.4
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	7	43.8	43327	95.1
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	2	12.5	543	1.2
7 OTHER	1	6.3	130	0.3
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	5	31.3	1196	2.6
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	6.3	400	0.9
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	12.5	381	0.8
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	8	50.0	43594	95.7
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	7	43.8	1756	3.9
1 LESS THAN 20 WEEKS' PAY	5	31.3	1068	2.3
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	4	25.0	42747	93.8
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 6-08 COLA				
0 NO PROVISION	14	87.5	6200	13.6
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	1	6.3	549	1.2
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	14	87.5	6200	13.6
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	6.3	549	1.2
9 OTHER	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			29344	94.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			80	0.3
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			1524	4.9
7 MORE THAN EIGHT HOURS			110	0.4
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			142	0.5
TOTAL			31200	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN SEVEN HOURS	-		-	
2 SEVEN HOURS	13103		91.2	
3 7 1/4 HOURS	-		-	
4 7 1/2 HOURS	218		1.5	
5 7 3/4 HOURS	-		-	
6 EIGHT HOURS	30		0.2	
7 MORE THAN EIGHT HOURS	20		0.1	
8 FLEXIBLE WORK HOURS	-		-	
9 OTHER	1000		7.0	
TOTAL	14371		100.0	
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	110		0.4	
3 FIVE DAYS	30948		99.2	
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	142		0.5	
TOTAL	31200		100.0	
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	-		-	
3 FIVE DAYS	13333		92.8	
4 VARIES BY SEASON, LOCATION, ETC.	38		0.3	
5 NO STANDARD WEEKLY WORK DAYS	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	1000		7.0	
TOTAL	14371		100.0	
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	-		-	
2 35 HOURS	29194		93.6	
3 37 1/2 HOURS	-		-	
4 40 HOURS	1896		6.1	
5 MORE THAN 40 HOURS	-		-	
6 OTHER	110		0.4	
TOTAL	31200		100.0	
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	-		-	
2 35 HOURS	14153		98.5	
3 37 1/2 HOURS	218		1.5	
4 40 HOURS	-		-	
5 MORE THAN 40 HOURS	-		-	
6 OTHER	-		-	
TOTAL	14371		100.0	

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	1	6.3	400	0.9
1 TWO DAYS (CONSECUTIVE)	10	62.5	43669	95.8
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	6.3	130	0.3
7 OTHER	4	25.0	1372	3.0
TOTAL	16	100.0	45571	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	12	75.0	42116	92.4
1 THREE HOURS' PAY	2	12.5	475	1.0
2 FOUR HOURS' PAY	1	6.3	185	0.4
3 FULL SHIFT'S PAY	1	6.3	2795	6.1
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	14	87.5	42401	93.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	6.3	375	0.8
2 FULL SHIFT'S PAY	1	6.3	2795	6.1
3 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	4	25.0	1517	3.3
1 TWO FOR A TOTAL OF 20 MINUTES	6	37.5	1526	3.3
2 TWO FOR A TOTAL OF 30 MINUTES	6	37.5	42528	93.3
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	5	31.3	978	2.1
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	3	18.8	612	1.3
3 MORE THAN ONE DAY LESS THAN THREE	4	25.0	42296	92.8
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	1	6.3	100	0.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	3	18.8	1585	3.5
TOTAL	16	100.0	45571	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	14	87.5	45154	99.1
1 PROVISION	2	12.5	417	0.9
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	13	81.3	6384	14.0
1 PROVISION	3	18.8	39187	86.0
TOTAL	16	100.0	45571	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	12	75.0	2679	5.9
1 PROVISION	4	25.0	42892	94.1
TOTAL	16	100.0	45571	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	9	56.3	2026	4.4
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	6.3	549	1.2
6 OTHER	6	37.5	42996	94.3
TOTAL	16	100.0	45571	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	10	62.5	43724	95.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	12.5	287	0.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	6.3	275	0.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	6.3	100	0.2
6 2 X	1	6.3	185	0.4
7 OTHER	1	6.3	1000	2.2
TOTAL	16	100.0	45571	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	2	12.5	273	0.6
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	6	37.5	42909	94.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	6.3	180	0.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	6.3	100	0.2
6 2 X	5	31.3	1109	2.4
7 OTHER	1	6.3	1000	2.2
TOTAL	16	100.0	45571	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	1	6.3	1000	2.2
1 1 1/2 X	1	6.3	180	0.4
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	6.3	130	0.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	13	81.3	44261	97.1
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	1	6.3	1000	2.2
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	15	93.8	44571	97.8
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	2	12.5	273	0.6
1 PAY ONLY	2	12.5	638	1.4
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	12	75.0	44660	98.0
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	10	62.5	3402	7.5
1 RIGHT TO REFUSE	4	25.0	39244	86.1
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	12.5	2925	6.4
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	9	56.3	2977	6.5
1 BASED ON SENIORITY	2	12.5	365	0.8
2 SHARED AMONG ALL EMPLOYEES	5	31.3	42229	92.7
3 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	13	81.3	45066	98.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	1	6.3	130	0.3
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	6.3	100	0.2
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	9	56.3	43777	96.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	3	18.8	779	1.7
7 PERCENTAGE OF REGULAR RATE	2	12.5	560	1.2
8 OTHER	2	12.5	455	1.0
TOTAL	16	100.0	45571	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	1	6.3	1000	2.2
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	6.3	400	0.9
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	1	6.3	180	0.4
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	3	18.8	548	1.2
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	12.5	41617	91.3
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	6.3	130	0.3
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	6.3	100	0.2
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	6.3	238	0.5
12 OTHER	5	31.3	1358	3.0
TOTAL	16	100.0	45571	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	8	50.0	3027	6.6
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	5	31.3	39289	86.2
2 ON DESIGNATED SHIFTS	1	6.3	275	0.6
3 1 AND 2	1	6.3	185	0.4
4 OTHER	1	6.3	2795	6.1
TOTAL	16	100.0	45571	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	6	37.5	2236	4.9
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	2	12.5	505	1.1
5 $7.00 AND MORE	4	25.0	41824	91.8
6 MEAL PROVIDED	1	6.3	549	1.2
7 OTHER	3	18.8	457	1.0
TOTAL	16	100.0	45571	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	11	68.8	5772	12.7
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	6.3	38822	85.2
3 2 X	-	-	-	-
4 FLAT AMOUNT	1	6.3	275	0.6
5 OTHER	3	18.8	702	1.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	3	18.8	440	1.0
1 PROVISION	13	81.3	45131	99.0
TOTAL	16	100.0	45571	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	5	31.3	4612	10.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	9	56.3	2030	4.5
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	12.5	38929	85.4
TOTAL	16	100.0	45571	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	2	12.5	500	1.1
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	6.3	142	0.3
3 30 - 49 CENTS PER HOUR	3	18.8	667	1.5
4 50 - 75 CENTS PER HOUR	5	31.3	42547	93.4
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	1	6.3	130	0.3
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	4	25.0	1585	3.5
TOTAL	16	100.0	45571	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	3	18.8	1500	3.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 74 CENTS PER HOUR	9	56.3	43356	95.1
5 75 - $1.00 PER HOUR	-	-	-	-
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	6.3	130	0.3
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	3	18.8	585	1.3
TOTAL	16	100.0	45571	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	10	62.5	44373	97.4
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	6.3	107	0.2
3 30 - 49 CENTS PER HOUR	1	6.3	130	0.3
4 50 - 75 CENTS PER HOUR	1	6.3	400	0.9
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	2	12.5	381	0.8
9 OTHER	1	6.3	180	0.4
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	8	50.0	1678	3.7
1 PROVISION	8	50.0	43893	96.3
TOTAL	16	100.0	45571	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	13	81.3	2954	6.5
1 PROVISION	3	18.8	42617	93.5
TOTAL	16	100.0	45571	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	16	100.0	45571	100.0
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	43.8	43577	95.6
1 MINIMUM LENGTH OF SERVICE	5	31.3	1227	2.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	2	12.5	207	0.5
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	2	12.5	560	1.2
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	8	50.0	43677	95.8
1 LESS THAN ONE MONTH	1	6.3	375	0.8
2 ONE MONTH	4	25.0	733	1.6
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	3	18.8	786	1.7
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	6.3	400	0.9
1 ANOTHER DAY OFF	1	6.3	1000	2.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	1	6.3	142	0.3
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	12	75.0	43754	96.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	-	-	-	-
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	14	87.5	45154	99.1
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	2	12.5	417	0.9
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	1	6.3	180	0.4
1 ANOTHER PAID DAY OFF	13	81.3	45064	98.9
2 ANOTHER DAY'S PAY	1	6.3	185	0.4
3 1 OR 2	1	6.3	142	0.3
4 NOT GRANTED	-	-	-	-
TOTAL	16	100.0	45571	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	3	18.8	660	1.4
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	6.3	275	0.6
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	56.3	40661	89.2
4 OTHER	3	18.8	3975	8.7
TOTAL	16	100.0	45571	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	6.3	1000	2.2
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	2	12.5	39197	86.0
5 SIX WEEKS	12	75.0	2579	5.7
6 SEVEN WEEKS	1	6.3	2795	6.1
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	1	6.3	1000	2.2
1 MINIMUM GREATER THAN THREE WEEKS	1	6.3	2795	6.1
2 ONE YEAR OF SERVICE	11	68.8	2447	5.4
3 TWO YEARS	3	18.8	39329	86.3
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	1	6.3	1000	2.2
1 ONE YEAR OF SERVICE	1	6.3	2795	6.1
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	3	18.8	495	1.1
7 SEVEN YEARS	3	18.8	821	1.8
8 EIGHT YEARS	2	12.5	38922	85.4
9 NINE YEARS	5	31.3	1138	2.5
10 TEN YEARS	1	6.3	400	0.9
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	1	6.3	1000	2.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	6.3	2795	6.1
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	2	12.5	39007	85.6
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	12.5	230	0.5
15 FIFTEEN YEARS	3	18.8	821	1.8
16 SIXTEEN YEARS	1	6.3	180	0.4
17 SEVENTEEN YEARS	4	25.0	763	1.7
18 EIGHTEEN YEARS	1	6.3	400	0.9
19 NINETEEN YEARS	1	6.3	375	0.8
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	2	12.5	1375	3.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	6.3	2795	6.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	6.3	185	0.4
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	12.5	38952	85.5
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	3	18.8	791	1.7
24 TWENTY-FOUR YEARS	3	18.8	417	0.9
25 TWENTY-FIVE YEARS	3	18.8	656	1.4
26 TWENTY-SIX YEARS	1	6.3	400	0.9
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	16	100.0	45571	100.0

PUBLIC ADMINISTRATION

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION				
1	ONE YEAR OF SERVICE	15	93.8	42776	93.9
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	1	6.3	2795	6.1
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	-	-	-	-
32	THIRTY-TWO YEARS	16	100.0	45571	100.0
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	16	100.0	45571	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	3	18.8	1375	3.0
32 THIRTY-TWO YEARS	7	43.8	42670	93.6
33 THIRTY-THREE YEARS	3	18.8	1109	2.4
34 THIRTY-FOUR YEARS	3	18.8	417	0.9
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	3	18.8	1375	3.0
1 REGULAR PAY	7	43.8	42670	93.6
2 PERCENTAGE OF YEARLY GROSS EARNINGS	3	18.8	1109	2.4
3 1 OR 2, WHICHEVER IS GREATER	3	18.8	417	0.9
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	5	31.3	1204	2.6
1 WITH LIMITATIONS	9	56.3	44082	96.7
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	-	-	-	-
4 OTHER	2	12.5	285	0.6
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	12	75.0	44498	97.6
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	18.8	798	1.8
3 OTHER	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	8	50.0	2290	5.0
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	6.3	2795	6.1
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	6	37.5	39486	86.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	1	6.3	1000	2.2
TOTAL	16	100.0	45571	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	1	6.3	142	0.3
1 PROVISION FOR FULL REGULAR PAY	15	93.8	45429	99.7
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	1	6.3	275	0.6
1 PAID LEAVE	1	6.3	400	0.9
2 UNPAID LEAVE	4	25.0	3712	8.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	10	62.5	41184	90.4
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	13	81.3	3854	8.5
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	1	6.3	100	0.2
3 TWO DAYS	-	-	-	-
4 THREE DAYS	2	12.5	41617	91.3
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	10	62.5	1930	4.2
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	5	31.3	4819	10.6
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	1	6.3	38822	85.2
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	3	18.8	817	1.8
1 17 WEEKS	-	-	-	-
2 18 WEEKS	6	37.5	1317	2.9
3 19 - 25 WEEKS	1	6.3	130	0.3
4 26 WEEKS	4	25.0	4355	9.6
5 27 - 52 WEEKS	1	6.3	130	0.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	6.3	38822	85.2
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	16	100.0	45571	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	6	37.5	1270	2.8
1 SENIORITY RETAINED	5	31.3	42726	93.8
2 SENIORITY ACCUMULATED	3	18.8	1230	2.7
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	2	12.5	345	0.8
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	13	81.3	3769	8.3
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	12.5	41617	91.3
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	1	6.3	185	0.4
TOTAL	16	100.0	45571	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	9	56.3	2134	4.7
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	7	43.8	43437	95.3
3 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	8	50.0	1752	3.8
1 LEAVE WITH FULL PAY	4	25.0	1685	3.7
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	4	25.0	42134	92.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	11	68.8	2394	5.3
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	2	12.5	560	1.2
7 OTHER	3	18.8	42617	93.5
TOTAL	16	100.0	45571	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	4	25.0	690	1.5
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	12.5	2902	6.4
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	4	25.0	40771	89.5
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	6.3	130	0.3
4 MENTIONED BUT NOT SPECIFIED	1	6.3	275	0.6
5 OTHER	4	25.0	803	1.8
TOTAL	16	100.0	45571	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	3	18.8	818	1.8
1 PROVISION	13	81.3	44753	98.2
TOTAL	16	100.0	45571	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	6.3	180	0.4
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	15	93.8	45391	99.6
3 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	5	31.3	3624	8.0
1 IMMEDIATELY ON BEING EMPLOYED	1	6.3	275	0.6
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	3	18.8	360	0.8
4 SIX MONTHS	1	6.3	1000	2.2
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	6	37.5	40312	88.5
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	16	100.0	45571	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	11	68.8	44211	97.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	6.3	180	0.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	12.5	505	1.1
5 50% OF PREMIUM	2	12.5	675	1.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	6.3	400	0.9
1 100% OF PREMIUM	11	68.8	44211	97.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	6.3	180	0.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	12.5	505	1.1
5 50% OF PREMIUM	1	6.3	275	0.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	9	56.3	2883	6.3
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	18.8	39203	86.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	3	18.8	3300	7.2
7 OTHER	1	6.3	185	0.4
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	3	18.8	39203	86.0
1 ONE TO SIX DAYS	3	18.8	3925	8.6
2 SEVEN TO TWELVE DAYS	1	6.3	275	0.6
3 THIRTEEN TO FIFTEEN DAYS	2	12.5	560	1.2
4 SIXTEEN TO EIGHTEEN DAYS	5	31.3	1359	3.0
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	1	6.3	142	0.3
7 OTHER	1	6.3	107	0.2
TOTAL	16	100.0	45571	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	5	31.3	42998	94.4
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	2	12.5	729	1.6
4 121 TO 150 DAYS	2	12.5	242	0.5
5 151 TO 200 DAYS	4	25.0	1067	2.3
6 201 TO 250 DAYS	1	6.3	130	0.3
7 MORE THAN 250 DAYS, BUT LIMITED	1	6.3	275	0.6
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	1	6.3	130	0.3
TOTAL	16	100.0	45571	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	7	43.8	42658	93.6
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	6.3	185	0.4
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	4	25.0	892	2.0
4 COMBINATION	1	6.3	107	0.2
5 OTHER	3	18.8	1729	3.8
TOTAL	16	100.0	45571	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	8	50.0	1793	3.9
1 100% OF PREMIUM	4	25.0	42747	93.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	6.3	375	0.8
5 50% OF PREMIUM	3	18.8	656	1.4
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	8	50.0	1793	3.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	6	37.5	43373	95.2
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	2	12.5	405	0.9
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	8	50.0	1793	3.9
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	1	6.3	375	0.8
5 PERCENTAGE OF EARNINGS	4	25.0	42747	93.8
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	6.3	143	0.3
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	6.3	275	0.6
9 OTHER	1	6.3	238	0.5
TOTAL	16	100.0	45571	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	6	37.5	2108	4.6
1 PROVISION	10	62.5	43463	95.4
TOTAL	16	100.0	45571	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	1	6.3	130	0.3
1 100% OF PREMIUM	6	37.5	42139	92.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	6.3	375	0.8
5 50% OF PREMIUM	6	37.5	1747	3.8
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	2	12.5	1180	2.6
TOTAL	16	100.0	45571	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	1	6.3	130	0.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	6.3	275	0.6
5 MORE THAN $20,000	6	37.5	4134	9.1
6 VARIES ACCORDING TO EARNINGS	6	37.5	40745	89.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	6.3	107	0.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	6.3	180	0.4
TOTAL	16	100.0	45571	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	31.3	1779	3.9
1 100% OF PREMIUM	5	31.3	42032	92.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	6.3	375	0.8
5 50% OF PREMIUM	4	25.0	1205	2.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	6.3	180	0.4
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	31.3	1779	3.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	6.3	275	0.6
5 MORE THAN $20,000	6	37.5	4134	9.1
6 VARIES ACCORDING TO EARNINGS	3	18.8	39203	86.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	6.3	180	0.4
TOTAL	16	100.0	45571	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	1	6.3	130	0.3
1 100% OF PREMIUM	9	56.3	43562	95.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	12.5	280	0.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	6.3	375	0.8
5 50% OF PREMIUM	3	18.8	1224	2.7
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	1	6.3	130	0.3
1 BASIC (A)	1	6.3	400	0.9
2 BASIC AND EXTENDED (A AND B)	2	12.5	285	0.6
3 BASIC AND ORTHODONTICS (A AND C)	1	6.3	238	0.5
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	10	62.5	44338	97.3
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	6.3	180	0.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	2	12.5	679	1.5
1 PROVISION	14	87.5	44892	98.5
TOTAL	16	100.0	45571	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	3	18.8	1079	2.4
1 UNION	-	-	-	-
2 MANAGEMENT	1	6.3	1000	2.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	12	75.0	43492	95.4
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	6	37.5	2484	5.5
1 PROVISION	10	62.5	43087	94.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	1	6.3	143	0.3
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	6.3	1000	2.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	4	25.0	923	2.0
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	3	18.8	41892	91.9
4 BY UNION REPRESENTATIVE	2	12.5	322	0.7
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	5	31.3	1291	2.8
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	-	-	-	-
1 72 HOURS OR LESS	1	6.3	107	0.2
2 FIVE DAYS	2	12.5	679	1.5
3 ONE WEEK	-	-	-	-
4 TEN DAYS	2	12.5	365	0.8
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	1	6.3	375	0.8
7 ONE MONTH	7	43.8	43264	94.9
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	3	18.8	781	1.7
TOTAL	16	100.0	45571	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	3	18.8	410	0.9
1 PROVISION	13	81.3	45161	99.1
TOTAL	16	100.0	45571	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	14	87.5	6349	13.9
1 PROVISION	2	12.5	39222	86.1
TOTAL	16	100.0	45571	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	10	62.5	2532	5.6
1 PROVISION	6	37.5	43039	94.4
TOTAL	16	100.0	45571	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	10	62.5	5814	12.8
1 PROVISION	6	37.5	39757	87.2
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	2	12.5	1142	2.5
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	9	56.3	2156	4.7
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	6.3	275	0.6
5 CHOICE OF ALTERNATIVES	4	25.0	41998	92.2
6 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	16	100.0	45571	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	15	93.8	45296	99.4
1 PROVISION	1	6.3	275	0.6
TOTAL	16	100.0	45571	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	6	37.5	1905	4.2
1 JOINT SAFETY COMMITTEE	10	62.5	43666	95.8
2 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	6	37.5	1905	4.2
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	7	43.8	4165	9.1
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	6.3	130	0.3
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	1	6.3	549	1.2
7 COMBINATION OF 2, 3 AND 4	1	6.3	38822	85.2
8 OTHER	-	-	-	-
TOTAL	16	100.0	45571	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	5	31.3	1762	3.9
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	7	43.8	1962	4.3
2 PROVISION FOR PAY OF SAFETY COMMITTEE	4	25.0	41847	91.8
TOTAL	16	100.0	45571	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	4	25.0	1781	3.9
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	9	56.3	43235	94.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	6.3	100	0.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	2	12.5	455	1.0
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	9	56.3	2883	6.3
1 PROVISION	7	43.8	42688	93.7
TOTAL	16	100.0	45571	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	11	68.8	5728	12.6
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	3	18.8	472	1.0
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	6.3	38822	85.2
4 OTHER	1	6.3	549	1.2
TOTAL	16	100.0	45571	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	14	87.5	6374	14.0
1 PROVISION	2	12.5	39197	86.0
TOTAL	16	100.0	45571	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	2	12.5	38964	85.5
1 PROVISION	14	87.5	6607	14.5
TOTAL	16	100.0	45571	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	8	50.0	5421	11.9
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	7	43.8	39970	87.7
3 MENTIONED BUT NOT SPECIFIED	1	6.3	180	0.4
TOTAL	16	100.0	45571	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	14	87.5	3954	8.7
1 PROVISION	2	12.5	41617	91.3
TOTAL	16	100.0	45571	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	7	43.8	1668	3.7
1 PROVISION	9	56.3	43903	96.3
TOTAL	16	100.0	45571	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	13	81.3	2954	6.5
1 PROVISION	3	18.8	42617	93.5
TOTAL	16	100.0	45571	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	7	43.8	1655	3.6
1 PROVISION	9	56.3	43916	96.4
TOTAL	16	100.0	45571	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	7	43.8	4904	10.8
1 PROVISION	9	56.3	40667	89.2
TOTAL	16	100.0	45571	100.0

PART II: a PUBLIC SECTOR

(62 agreements covering 100,962 employees)

PUBLIC SECTOR

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	51	82.3	29218	28.9
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	7	11.3	29542	29.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	3	4.8	39407	39.0
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	1	1.6	2795	2.8
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	23	37.1	3206	3.2
2 200 - 499 EMPLOYEES	17	27.4	5320	5.3
3 500 - 999 EMPLOYEES	10	16.1	5907	5.9
4 1000 - 4999 EMPLOYEES	10	16.1	23975	23.7
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	2	3.2	62554	62.0
TOTAL	62	100.0	100962	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	61	98.4	98601	97.7
1 FEDERAL	1	1.6	2361	2.3
TOTAL	62	100.0	100962	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	-	-	-	-
1 PUBLIC	62	100.0	100962	100.0
TOTAL	62	100.0	100962	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	10	16.1	3852	3.8
1 MORE THAN 1 YEAR, LESS THAN 2	6	9.7	2001	2.0
2 2 YEARS	16	25.8	10933	10.8
3 MORE THAN 2 YEARS, LESS THAN 3	2	3.2	38974	38.6
4 3 YEARS	23	37.1	13554	13.4
5 MORE THAN 3 YEARS	4	6.5	31258	31.0
6 OTHER	1	1.6	390	0.4
TOTAL	62	100.0	100962	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	12	19.4	6928	6.9
1 1ST HALF OF 1986	22	35.5	39905	39.5
2 2ND HALF OF 1986	19	30.6	10005	9.9
3 1ST HALF OF 1987	5	8.1	4662	4.6
4 2ND HALF OF 1987	2	3.2	520	0.5
5 1ST HALF OF 1988	1	1.6	120	0.1
6 2ND HALF OF 1988	1	1.6	38822	38.5
7 LATER THAN 1988	-	-	-	-
TOTAL	62	100.0	100962	100.0

	PUBLIC SECTOR			
	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	2	3.2	310	0.3
1 OKANAGAN	3	4.8	781	0.8
2 SOUTHERN INTERIOR	1	1.6	140	0.1
3 LOWER COAST AND LOWER MAINLAND	21	33.9	9872	9.8
4 VANCOUVER ISLAND	13	21.0	2882	2.9
5 CENTRAL INTERIOR	4	6.5	1271	1.3
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	3	4.8	430	0.4
8 TWO OR MORE REGIONS	15	24.2	85276	84.5
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	62	100.0	100962	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	10	16.1	10078	10.0
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	37	59.7	58689	58.1
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	12	19.4	30649	30.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	3	4.8	1546	1.5
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	21	33.9	12943	12.8
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	1	1.6	160	0.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	27	43.5	76237	75.5
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	1.6	2677	2.7
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	8	12.9	4494	4.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	4	6.5	4451	4.4
TOTAL	62	100.0	100962	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	35	56.5	24394	24.2
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	24	38.7	75982	75.3
4 MAINTENANCE OF MEMBERSHIP	1	1.6	120	0.1
5 RAND FORMULA	-	-	-	-
6 OTHER	2	3.2	466	0.5
TOTAL	62	100.0	100962	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	35	56.5	23896	23.7
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	25	40.3	75916	75.2
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	2	3.2	1150	1.1
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	18	29.0	12919	12.8
1 CROSS PICKET LINES	36	58.1	85048	84.2
2 HOT CARGOES	2	3.2	470	0.5
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	4	6.5	1763	1.7
5 OTHER	2	3.2	762	0.8
TOTAL	62	100.0	100962	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	2	3.2	23882	23.7
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	47	75.8	24175	23.9
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	6	9.7	7401	7.3
6 EMPLOYER AND CRAFT	3	4.8	2669	2.6
7 COMBINATION OF THE ABOVE	2	3.2	39334	39.0
8 OTHER	2	3.2	3501	3.5
TOTAL	62	100.0	100962	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	1	1.6	150	0.1
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	30	48.4	42876	42.5
4 SIX CALENDAR MONTHS	12	19.4	47358	46.9
5 THIRTY WORKING DAYS	1	1.6	115	0.1
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	1	1.6	200	0.2
8 240 WORKING DAYS	-	-	-	-
9 OTHER	17	27.4	10263	10.2
TOTAL	62	100.0	100962	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	3	4.8	4708	4.7
1 STRAIGHT SENIORITY	1	1.6	400	0.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	17	27.4	10547	10.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	24	38.7	13231	13.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	14	22.6	71164	70.5
5 OTHER	3	4.8	912	0.9
TOTAL	62	100.0	100962	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	3	4.8	2683	2.7
1 STRAIGHT SENIORITY	7	11.3	2451	2.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	33	53.2	41532	41.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	11.3	7351	7.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	11.3	4448	4.4
5 OTHER	5	8.1	42497	42.1
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	7	11.3	3669	3.6
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	4	6.5	1083	1.1
5 TWO WEEKS	7	11.3	3921	3.9
6 ONE MONTH	10	16.1	3308	3.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	19	30.6	40714	40.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	15	24.2	48267	47.8
TOTAL	62	100.0	100962	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	4	6.5	4113	4.1
1 STRAIGHT SENIORITY	8	12.9	5648	5.6
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	38	61.3	46606	46.2
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	3.2	892	0.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	9.7	3951	3.9
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	4	6.5	39752	39.4
TOTAL	62	100.0	100962	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	13	21.0	7764	7.7
1 FAILURE TO REPORT WHEN NOTIFIED	4	6.5	1741	1.7
2 AFTER A SPECIFIED PERIOD OFF WORK	8	12.9	8109	8.0
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	37	59.7	83348	82.6
TOTAL	62	100.0	100962	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	6	9.7	3435	3.4
1 LESS THAN SIX MONTHS	1	1.6	1000	1.0
2 SIX MONTHS	5	8.1	2493	2.5
3 SEVEN TO TWELVE MONTHS	1	1.6	152	0.2
4 TWELVE MONTHS	30	48.4	76496	75.8
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	7	11.3	6977	6.9
6 MORE THAN TWENTY-FOUR MONTHS	1	1.6	150	0.1
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	14.5	6646	6.6
8 NOT SPECIFIED OR INDEFINITE	1	1.6	3263	3.2
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	1.6	350	0.3
TOTAL	62	100.0	100962	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	40	64.5	81198	80.4
1 UP TO 1 YEAR	5	8.1	2806	2.8
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	5	8.1	6654	6.6
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	12	19.4	10304	10.2
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	35	56.5	61082	60.5
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	10	16.1	7905	7.8
3 SENIORITY RETAINED INDEFINITELY	12	19.4	28254	28.0
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	1.6	2361	2.3
5 OTHER	4	6.5	1360	1.3
TOTAL	62	100.0	100962	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	59	95.2	100103	99.1
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	1	1.6	549	0.5
3 COMBINATION OF ALTERNATIVES	2	3.2	310	0.3
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	2	3.2	1142	1.1
1 PROVISION	60	96.8	99820	98.9
TOTAL	62	100.0	100962	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	42	67.7	51330	50.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	9	14.5	45640	45.2
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	11	17.7	3992	4.0
TOTAL	62	100.0	100962	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	58	93.5	74264	73.6
1 PROVISION	4	6.5	26698	26.4
TOTAL	62	100.0	100962	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	13	21.0	5552	5.5
1 APPRENTICESHIP	1	1.6	238	0.2
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	6	9.7	1198	1.2
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	3	4.8	1231	1.2
4 1 AND 2	4	6.5	2787	2.8
5 1 AND 3	5	8.1	1490	1.5
6 2 AND 3	12	19.4	12456	12.3
7 1, 2 AND 3	4	6.5	40096	39.7
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	4	6.5	3449	3.4
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	1.6	97	0.1
10 OTHER	9	14.5	32368	32.1
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	56	90.3	73742	73.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	1.6	307	0.3
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	1.6	587	0.6
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	4	6.5	26326	26.1
TOTAL	62	100.0	100962	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	60	96.8	100308	99.4
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	1.6	512	0.5
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	1.6	142	0.1
TOTAL	62	100.0	100962	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	8	12.9	2432	2.4
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	44	71.0	90314	89.5
3 RATE OF TEMPORARY JOB	1	1.6	1000	1.0
4 OTHER	9	14.5	7216	7.1
TOTAL	62	100.0	100962	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	56	90.3	95102	94.2
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	3.2	2975	2.9
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.6	123	0.1
5 OTHER	3	4.8	2762	2.7
TOTAL	62	100.0	100962	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	54	87.1	95483	94.6
1 PROHIBITED	3	4.8	1140	1.1
2 PERMITTED - WITH RESTRICTIONS	5	8.1	4339	4.3
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	24	38.7	18195	18.0
1 UNION-MANAGEMENT CONSULTATION ONLY	5	8.1	1216	1.2
2 ARBITRATION IF CONSULTATION FAILS	31	50.0	81252	80.5
3 OTHER	2	3.2	299	0.3
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	10	16.1	33563	33.2
1 LESS THAN THREE MONTHS	10	16.1	43198	42.8
2 THREE MONTHS	29	46.8	11827	11.7
3 SIX MONTHS	2	3.2	250	0.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	6	9.7	6191	6.1
6 OTHER	5	8.1	5933	5.9
TOTAL	62	100.0	100962	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	19	30.6	39584	39.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	10	16.1	42783	42.4
2 CONSULTATION - DETAILS UNSPECIFIED	31	50.0	15202	15.1
3 OTHER	2	3.2	3393	3.4
TOTAL	62	100.0	100962	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	28	45.2	46379	45.9
1 PROVISION	34	54.8	54583	54.1
TOTAL	62	100.0	100962	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	14	22.6	9252	9.2
1 STRAIGHT LAYOFF	2	3.2	217	0.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	26	41.9	51895	51.4
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	5	8.1	1100	1.1
5 COMBINATION	8	12.9	33306	33.0
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	4	6.5	1200	1.2
7 OTHER	3	4.8	3992	4.0
TOTAL	62	100.0	100962	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	31	50.0	43879	43.5
1 LESS THAN ONE YEAR	3	4.8	550	0.5
2 ONE YEAR	22	35.5	50281	49.8
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	2	3.2	722	0.7
7 TEN YEARS	4	6.5	5530	5.5
8 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	25	40.3	39328	39.0
1 ONE WEEK'S PAY PER YEAR OF SERVICE	16	25.8	8717	8.6
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	1.6	700	0.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	12	19.4	48264	47.8
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	4	6.5	1971	2.0
5 OTHER	4	6.5	1982	2.0
TOTAL	62	100.0	100962	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	36	58.1	47892	47.4
1 LESS THAN 20 WEEKS' PAY	10	16.1	2765	2.7
2 20 - 25 WEEKS' PAY	4	6.5	5409	5.4
3 26 - 29 WEEKS' PAY	11	17.7	44586	44.2
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	1	1.6	310	0.3
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	43	69.4	24331	24.1
1 LESS THAN THREE MONTHS	7	11.3	2914	2.9
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	4.8	2115	2.1
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	1.6	120	0.1
4 MENTIONED, NOT SPECIFIED	1	1.6	202	0.2
5 BY LENGTH OF SERVICE	6	9.7	32458	32.1
6 OTHER	1	1.6	38822	38.5
TOTAL	62	100.0	100962	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	15	24.2	11604	11.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	23	37.1	48131	47.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	4.8	1662	1.6
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	17	27.4	37158	36.8
6 OTHER	4	6.5	2407	2.4
TOTAL	62	100.0	100962	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	22	35.5	15443	15.3
1 COMPANY PROGRAM	21	33.9	55315	54.8
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	1.6	23732	23.5
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	18	29.0	6472	6.4
5 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	57	91.9	61088	60.5
1 PROVISION	5	8.1	39874	39.5
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	56	90.3	52155	51.7
1 EMPLOYER PAYS FULL COST	5	8.1	48107	47.6
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	1.6	700	0.7
TOTAL	62	100.0	100962	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	14	22.6	6428	6.4
1 WAGE ADJUSTMENT EVERY SIX MONTHS	8	12.9	4804	4.8
2 WAGE ADJUSTMENT YEARLY	21	33.9	11647	11.5
3 IRREGULARLY SCHEDULED WAGE INCREASES	17	27.4	77631	76.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	1.6	202	0.2
5 OTHER	1	1.6	250	0.2
TOTAL	62	100.0	100962	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	58	93.5	97862	96.9
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	1.6	700	0.7
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	3	4.8	2400	2.4
TOTAL	62	100.0	100962	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	17	27.4	6082	6.0
1 SEVERANCE PAY PLAN	43	69.4	91477	90.6
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	1.6	140	0.1
5 OTHER	1	1.6	3263	3.2
TOTAL	62	100.0	100962	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	62	100.0	100962	100.0
1 PROVISION	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	25	40.3	15293	15.1
1 LESS THAN ONE YEAR	5	8.1	1715	1.7
2 ONE YEAR	21	33.9	51650	51.2
3 TWO YEARS	1	1.6	374	0.4
4 THREE YEARS	1	1.6	260	0.3
5 FIVE YEARS	1	1.6	512	0.5
6 TEN YEARS	6	9.7	30524	30.2
7 OTHER	2	3.2	634	0.6
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	19	30.6	9485	9.4
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	1.6	400	0.4
2 ONE WEEK'S PAY PER YEAR OF SERVICE	7	11.3	4066	4.0
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	1.6	100	0.1
4 VARIES ACCORDING TO LENGTH OF SERVICE	29	46.8	84072	83.3
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	5	8.1	2839	2.8
TOTAL	62	100.0	100962	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	25	40.3	13198	13.1
1 LESS THAN 20 WEEKS' PAY	12	19.4	6162	6.1
2 20 WEEKS' PAY	2	3.2	28481	28.2
3 21 - 25 WEEKS' PAY	5	8.1	1437	1.4
4 26 - 29 WEEKS' PAY	14	22.6	50707	50.2
5 30 - 52 WEEKS' PAY	1	1.6	150	0.1
6 NO MAXIMUM	2	3.2	627	0.6
7 OTHER	1	1.6	200	0.2
TOTAL	62	100.0	100962	100.0
FIELD 6-08 COLA				
0 NO PROVISION	57	91.9	57770	57.2
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	4	6.5	4370	4.3
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	1.6	38822	38.5
TOTAL	62	100.0	100962	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	57	91.9	57770	57.2
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	1	1.6	2361	2.3
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	1.6	1300	1.3
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	1.6	549	0.5
9 OTHER	2	3.2	38982	38.6
TOTAL	62	100.0	100962	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			914	1.4
1 LESS THAN SEVEN HOURS			445	0.7
2 SEVEN HOURS			30670	45.8
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			28086	42.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			4314	6.4
7 MORE THAN EIGHT HOURS			110	0.2
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			2361	3.5
TOTAL			66900	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	0.9
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			21415	62.9
3 7 1/4 HOURS			1300	3.8
4 7 1/2 HOURS			4972	14.6
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2491	7.3
7 MORE THAN EIGHT HOURS			20	0.1
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			3554	10.4
TOTAL			34062	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			148	0.2
3 FIVE DAYS			39292	58.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			26281	39.3
7 OTHER			1179	1.8
TOTAL			66900	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			30370	89.2
4 VARIES BY SEASON, LOCATION, ETC.			38	0.1
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			100	0.3
7 OTHER			3554	10.4
TOTAL			34062	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			445	0.7
2 35 HOURS			31434	47.0
3 37 1/2 HOURS			28006	41.9
4 40 HOURS			4686	7.0
5 MORE THAN 40 HOURS			-	-
6 OTHER			2329	3.5
TOTAL			66900	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			310	0.9
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			22386	65.7
3 37 1/2 HOURS			5051	14.8
4 40 HOURS			2361	6.9
5 MORE THAN 40 HOURS			-	-
6 OTHER			3954	11.6
TOTAL			34062	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	4	6.5	1602	1.6
1 TWO DAYS (CONSECUTIVE)	47	75.8	63517	62.9
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	6.5	30780	30.5
7 OTHER	7	11.3	5063	5.0
TOTAL	62	100.0	100962	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	55	88.7	93858	93.0
1 THREE HOURS' PAY	2	3.2	475	0.5
2 FOUR HOURS' PAY	2	3.2	1099	1.1
3 FULL SHIFT'S PAY	2	3.2	5156	5.1
4 OTHER	1	1.6	374	0.4
TOTAL	62	100.0	100962	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	59	95.2	95431	94.5
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	1.6	375	0.4
2 FULL SHIFT'S PAY	2	3.2	5156	5.1
3 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	13	21.0	7333	7.3
1 TWO FOR A TOTAL OF 20 MINUTES	12	19.4	3165	3.1
2 TWO FOR A TOTAL OF 30 MINUTES	32	51.6	84529	83.7
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	4.8	3058	3.0
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	1.6	200	0.2
6 OTHER	1	1.6	2677	2.7
TOTAL	62	100.0	100962	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	29	46.8	14496	14.4
1 LESS THAN ONE DAY (24 HOURS)	1	1.6	120	0.1
2 ONE DAY (24 HOURS)	7	11.3	1866	1.8
3 MORE THAN ONE DAY LESS THAN THREE	9	14.5	45522	45.1
4 THREE DAYS TO LESS THAN SEVEN	3	4.8	3579	3.5
5 SEVEN TO FOURTEEN DAYS	7	11.3	33294	33.0
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.6	150	0.1
8 OTHER	5	8.1	1935	1.9
TOTAL	62	100.0	100962	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	59	95.2	99621	98.7
1 PROVISION	3	4.8	1341	1.3
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	51	82.3	52811	52.3
1 PROVISION	11	17.7	48151	47.7
TOTAL	62	100.0	100962	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	51	82.3	50394	49.9
1 PROVISION	11	17.7	50568	50.1
TOTAL	62	100.0	100962	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	41	66.1	43583	43.2
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	4	6.5	3635	3.6
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	2	3.2	1473	1.5
6 OTHER	15	24.2	52271	51.8
TOTAL	62	100.0	100962	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	2	3.2	510	0.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	3.2	3613	3.6
2 1 1/2 X FOR TWO HOURS, THEN 2 X	25	40.3	77209	76.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	15	24.2	8337	8.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	9.7	1675	1.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	1.6	100	0.1
6 2 X	8	12.9	5396	5.3
7 OTHER	3	4.8	4122	4.1
TOTAL	62	100.0	100962	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	6	9.7	2294	2.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	3.2	3613	3.6
2 1 1/2 X FOR TWO HOURS, THEN 2 X	14	22.6	45969	45.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	9	14.5	4446	4.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	9.7	1610	1.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	4.8	590	0.6
6 2 X	14	22.6	7074	7.0
7 OTHER	8	12.9	35366	35.0
TOTAL	62	100.0	100962	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	12	19.4	3992	4.0
1 1 1/2 X	4	6.5	626	0.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	3.2	1430	1.4
4 1 1/2 X FOR THREE HOURS, THEN 2 X	2	3.2	4864	4.8
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	3.2	712	0.7
6 2 X	38	61.3	86271	85.4
7 OTHER	2	3.2	3067	3.0
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	11	17.7	3832	3.8
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.6	210	0.2
5 2 X	45	72.6	88869	88.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	5	8.1	8051	8.0
TOTAL	62	100.0	100962	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	4	6.5	1028	1.0
1 PAY ONLY	12	19.4	7931	7.9
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	46	74.2	92003	91.1
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	32	51.6	16245	16.1
1 RIGHT TO REFUSE	22	35.5	52633	52.1
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	8	12.9	32084	31.8
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	38	61.3	43637	43.2
1 BASED ON SENIORITY	6	9.7	4226	4.2
2 SHARED AMONG ALL EMPLOYEES	16	25.8	50628	50.1
3 OTHER	2	3.2	2471	2.4
TOTAL	62	100.0	100962	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	51	82.3	93324	92.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	3	4.8	603	0.6
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	1.6	3263	3.2
6 FLAT AMOUNT PER HOUR OR DAY	5	8.1	3239	3.2
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	2	3.2	533	0.5
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	46	74.2	91427	90.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	1.6	350	0.3
2 1 1/2 X	1	1.6	150	0.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	4.8	3917	3.9
6 FLAT AMOUNT PER HOUR OR PER DAY	6	9.7	3845	3.8
7 PERCENTAGE OF REGULAR RATE	2	3.2	560	0.6
8 OTHER	3	4.8	713	0.7
TOTAL	62	100.0	100962	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	6	9.7	5358	5.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	1.6	502	0.5
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	1.6	400	0.4
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	6.5	2020	2.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	2	3.2	668	0.7
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	16	25.8	32135	31.8
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	9	14.5	48381	47.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	7	11.3	2418	2.4
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.6	100	0.1
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.6	238	0.2
12 OTHER	14	22.6	8742	8.7
TOTAL	62	100.0	100962	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	31	50.0	14025	13.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	22	35.5	74943	74.2
2 ON DESIGNATED SHIFTS	3	4.8	927	0.9
3 1 AND 2	4	6.5	5009	5.0
4 OTHER	2	3.2	6058	6.0
TOTAL	62	100.0	100962	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	30	48.4	15008	14.9
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	4	6.5	4938	4.9
4 $6.00 TO $6.99	3	4.8	2866	2.8
5 $7.00 AND MORE	12	19.4	67931	67.3
6 MEAL PROVIDED	2	3.2	1061	1.1
7 OTHER	11	17.7	9158	9.1
TOTAL	62	100.0	100962	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	49	79.0	53596	53.1
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	6	9.7	43100	42.7
3 2 X	1	1.6	110	0.1
4 FLAT AMOUNT	1	1.6	275	0.3
5 OTHER	5	8.1	3881	3.8
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	30	48.4	10703	10.6
1 PROVISION	32	51.6	90259	89.4
TOTAL	62	100.0	100962	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	37	59.7	27913	27.6
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	20	32.3	9289	9.2
3 PERCENTAGE OF REGULAR RATE	1	1.6	512	0.5
4 REDUCED SHIFT	-	-	-	-
5 OTHER	4	6.5	63248	62.6
TOTAL	62	100.0	100962	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	11	17.7	3573	3.5
1 LESS THAN 20 CENTS PER HOUR	2	3.2	787	0.8
2 20 - 29 CENTS PER HOUR	7	11.3	1336	1.3
3 30 - 49 CENTS PER HOUR	10	16.1	5726	5.7
4 50 - 75 CENTS PER HOUR	12	19.4	76231	75.5
5 MORE THAN 75 CENTS PER HOUR	3	4.8	3126	3.1
6 1/2 HOUR'S PAY PER SHIFT	5	8.1	1054	1.0
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	7	11.3	7414	7.3
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	5	8.1	1715	1.7
TOTAL	62	100.0	100962	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	11	17.7	4501	4.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	4.8	869	0.9
3 30 - 49 CENTS PER HOUR	7	11.3	1621	1.6
4 50 - 74 CENTS PER HOUR	17	27.4	77663	76.9
5 75 - $1.00 PER HOUR	5	8.1	6348	6.3
6 MORE THAN $1.00 PER HOUR	2	3.2	625	0.6
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	3	4.8	731	0.7
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	8	12.9	7544	7.5
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	1.6	123	0.1
13 OTHER	5	8.1	937	0.9
TOTAL	62	100.0	100962	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	39	62.9	61242	60.7
1 LESS THAN 20 CENTS	2	3.2	286	0.3
2 20 - 29 CENTS PER HOUR	2	3.2	307	0.3
3 30 - 49 CENTS PER HOUR	2	3.2	1054	1.0
4 50 - 75 CENTS PER HOUR	1	1.6	400	0.4
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	5	8.1	6934	6.9
9 OTHER	11	17.7	30739	30.4
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	25	40.3	10599	10.5
1 PROVISION	37	59.7	90363	89.5
TOTAL	62	100.0	100962	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	51	82.3	42619	42.2
1 PROVISION	11	17.7	58343	57.8
TOTAL	62	100.0	100962	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	1.6	390	0.4
3 TEN DAYS	1	1.6	120	0.1
4 ELEVEN DAYS	59	95.2	100342	99.4
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	1	1.6	110	0.1
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	33	53.2	83815	83.0
1 MINIMUM LENGTH OF SERVICE	11	17.7	2981	3.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	7	11.3	7681	7.6
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	1.6	2677	2.7
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	7	11.3	2238	2.2
7 OTHER	3	4.8	1570	1.6
TOTAL	62	100.0	100962	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	37	59.7	92330	91.5
1 LESS THAN ONE MONTH	6	9.7	2746	2.7
2 ONE MONTH	11	17.7	2682	2.7
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	6	9.7	1838	1.8
6 OTHER	2	3.2	1366	1.4
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	7	11.3	2143	2.1
1 ANOTHER DAY OFF	2	3.2	4263	4.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	5	8.1	3497	3.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	41	66.1	63139	62.5
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	7	11.3	27920	27.7
TOTAL	62	100.0	100962	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	7	11.3	4956	4.9
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	47	75.8	92001	91.1
2 AN EXTRA DAY'S PAY	1	1.6	307	0.3
3 1 OR 2	6	9.7	3196	3.2
4 OTHER	1	1.6	502	0.5
TOTAL	62	100.0	100962	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	15	24.2	4877	4.8
1 ANOTHER PAID DAY OFF	40	64.5	88867	88.0
2 ANOTHER DAY'S PAY	2	3.2	3448	3.4
3 1 OR 2	5	8.1	3770	3.7
4 NOT GRANTED	-	-	-	-
TOTAL	62	100.0	100962	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	8	12.9	3195	3.2
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	4.8	685	0.7
2 ONE WEEK AFTER 6 MONTHS	1	1.6	3263	3.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	37	59.7	81020	80.2
4 OTHER	13	21.0	12799	12.7
TOTAL	62	100.0	100962	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	1.6	1000	1.0
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	1.6	390	0.4
3 FOUR WEEKS	2	3.2	2501	2.5
4 FIVE WEEKS	8	12.9	40629	40.2
5 SIX WEEKS	40	64.5	19174	19.0
6 SEVEN WEEKS	5	8.1	7118	7.1
7 EIGHT WEEKS	1	1.6	310	0.3
8 OTHER	4	6.5	29840	29.6
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	2	3.2	1310	1.3
1 MINIMUM GREATER THAN THREE WEEKS	6	9.7	32735	32.4
2 ONE YEAR OF SERVICE	42	67.7	24838	24.6
3 TWO YEARS	10	16.1	41487	41.1
4 THREE YEARS	2	3.2	592	0.6
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	4	6.5	3869	3.8
1 ONE YEAR OF SERVICE	5	8.1	32635	32.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	1.6	100	0.1
4 FOUR YEARS	3	4.8	1550	1.5
5 FIVE YEARS	5	8.1	2267	2.2
6 SIX YEARS	8	12.9	1932	1.9
7 SEVEN YEARS	13	21.0	4012	4.0
8 EIGHT YEARS	12	19.4	45905	45.5
9 NINE YEARS	6	9.7	1338	1.3
10 TEN YEARS	5	8.1	7354	7.3
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	5	8.1	4201	4.2
1 ONE YEAR OF SERVICE	1	1.6	445	0.4
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	1.6	100	0.1
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	3.2	2214	2.2
8 EIGHT YEARS	1	1.6	505	0.5
9 NINE YEARS	3	4.8	28591	28.3
10 TEN YEARS	2	3.2	4095	4.1
11 ELEVEN YEARS	2	3.2	1074	1.1
12 TWELVE YEARS	9	14.5	43531	43.1
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	5	8.1	990	1.0
15 FIFTEEN YEARS	11	17.7	2354	2.3
16 SIXTEEN YEARS	6	9.7	1339	1.3
17 SEVENTEEN YEARS	5	8.1	1113	1.1
18 EIGHTEEN YEARS	6	9.7	7554	7.5
19 NINETEEN YEARS	1	1.6	375	0.4
20 TWENTY YEARS	2	3.2	2481	2.5
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	13	21.0	6708	6.6
1 ONE YEAR OF SERVICE	1	1.6	445	0.4
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	1	1.6	505	0.5
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	1.6	914	0.9
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	3.2	28481	28.2
15 FIFTEEN YEARS	2	3.2	4095	4.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	1.6	294	0.3
18 EIGHTEEN YEARS	3	4.8	1595	1.6
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	9	14.5	43504	43.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	3	4.8	583	0.6
23 TWENTY-THREE YEARS	7	11.3	1959	1.9
24 TWENTY-FOUR YEARS	7	11.3	976	1.0
25 TWENTY-FIVE YEARS	6	9.7	1188	1.2
26 TWENTY-SIX YEARS	2	3.2	902	0.9
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	1.6	2677	2.7
30 THIRTY YEARS	3	4.8	6136	6.1
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	55	88.7	65420	64.8
1	ONE YEAR OF SERVICE	1	1.6	445	0.4
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	2	3.2	28481	28.2
20	TWENTY YEARS	2	3.2	4095	4.1
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	1.6	160	0.2
31	THIRTY-ONE YEARS	59	95.2	72036	71.3
32	THIRTY-TWO YEARS	1	1.6	445	0.4
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	1	1.6	2361	2.3
	TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	59	95.2	72036	71.3
1 ONE YEAR OF SERVICE	1	1.6	445	0.4
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	1.6	2361	2.3
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	3.2	28481	28.2
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	4	6.5	1877	1.9
32 THIRTY-TWO YEARS	35	56.5	86831	86.0
33 THIRTY-THREE YEARS	11	17.7	3218	3.2
34 THIRTY-FOUR YEARS	12	19.4	9036	8.9
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	4	6.5	1877	1.9
1 REGULAR PAY	35	56.5	86831	86.0
2 PERCENTAGE OF YEARLY GROSS EARNINGS	11	17.7	3218	3.2
3 1 OR 2, WHICHEVER IS GREATER	12	19.4	9036	8.9
4 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	17	27.4	5007	5.0
1 WITH LIMITATIONS	40	64.5	71628	70.9
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	2	3.2	23892	23.7
4 OTHER	3	4.8	435	0.4
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	47	75.8	65902	65.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	13	21.0	33861	33.5
3 OTHER	2	3.2	1199	1.2
TOTAL	62	100.0	100962	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	1	1.6	97	0.1
1 ONE DAY	1	1.6	156	0.2
2 TWO DAYS	-	-	-	-
3 THREE DAYS	26	41.9	12331	12.2
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	10	16.1	6210	6.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	19	30.6	77225	76.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	3.2	2829	2.8
8 OTHER	3	4.8	2114	2.1
TOTAL	62	100.0	100962	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	3	4.8	439	0.4
1 PROVISION FOR FULL REGULAR PAY	58	93.5	100213	99.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	1.6	310	0.3
TOTAL	62	100.0	100962	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	2	3.2	5024	5.0
1 PAID LEAVE	8	12.9	5065	5.0
2 UNPAID LEAVE	10	16.1	33302	33.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	40	64.5	57131	56.6
4 OTHER	2	3.2	440	0.4
TOTAL	62	100.0	100962	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	48	77.4	22934	22.7
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	1	1.6	100	0.1
3 TWO DAYS	-	-	-	-
4 THREE DAYS	10	16.1	47086	46.6
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	4.8	30842	30.5
7 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	49	79.0	50600	50.1
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	9	14.5	6880	6.8
3 MORE THAN SIX MONTHS	1	1.6	3263	3.2
4 OTHER	3	4.8	40219	39.8
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	6	9.7	1783	1.8
1 17 WEEKS	-	-	-	-
2 18 WEEKS	25	40.3	16743	16.6
3 19 - 25 WEEKS	4	6.5	1356	1.3
4 26 WEEKS	16	25.8	37951	37.6
5 27 - 52 WEEKS	5	8.1	1026	1.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	1.6	38822	38.5
7 NOT SPECIFIED, CANNOT DETERMINE	3	4.8	2691	2.7
8 OTHER	2	3.2	590	0.6
TOTAL	62	100.0	100962	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	60	96.8	98481	97.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	2	3.2	2481	2.5
TOTAL	62	100.0	100962	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	15	24.2	30483	30.2
1 SENIORITY RETAINED	25	40.3	60949	60.4
2 SENIORITY ACCUMULATED	9	14.5	2588	2.6
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	10	16.1	4890	4.8
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	2	3.2	1745	1.7
5 OTHER	1	1.6	307	0.3
TOTAL	62	100.0	100962	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	36	58.1	17071	16.9
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	13	21.0	76422	75.7
3 TWO DAYS	2	3.2	811	0.8
4 THREE DAYS	4	6.5	1255	1.2
5 FOUR DAYS	1	1.6	120	0.1
6 FIVE DAYS	-	-	-	-
7 OTHER	6	9.7	5283	5.2
TOTAL	62	100.0	100962	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	26	41.9	11538	11.4
1 PAID LEAVE	3	4.8	562	0.6
2 UNPAID LEAVE	30	48.4	87893	87.1
3 OTHER	3	4.8	969	1.0
TOTAL	62	100.0	100962	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	23	37.1	7807	7.7
1 LEAVE WITH FULL PAY	6	9.7	2089	2.1
2 LEAVE WITH PARTIAL PAY	2	3.2	755	0.7
3 LEAVE WITHOUT PAY	10	16.1	6836	6.8
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	4.8	735	0.7
5 OTHER	18	29.0	82740	82.0
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	34	54.8	17833	17.7
1 ONE DAY	1	1.6	100	0.1
2 TWO DAYS	1	1.6	23732	23.5
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	12	19.4	2781	2.8
7 OTHER	14	22.6	56516	56.0
TOTAL	62	100.0	100962	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	23	37.1	18081	17.9
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	10	16.1	8536	8.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	12	19.4	69234	68.6
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	5	8.1	1470	1.5
4 MENTIONED BUT NOT SPECIFIED	1	1.6	275	0.3
5 OTHER	11	17.7	3366	3.3
TOTAL	62	100.0	100962	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	13	21.0	7361	7.3
1 PROVISION	49	79.0	93601	92.7
TOTAL	62	100.0	100962	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	1.6	180	0.2
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	61	98.4	100782	99.8
3 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	19	30.6	8816	8.7
1 IMMEDIATELY ON BEING EMPLOYED	5	8.1	3858	3.8
2 ONE MONTH	4	6.5	1486	1.5
3 THREE MONTHS	7	11.3	24634	24.4
4 SIX MONTHS	4	6.5	2266	2.2
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	22	35.5	59702	59.1
7 OTHER	1	1.6	200	0.2
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	62	100.0	100962	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	30	48.4	89114	88.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	8	12.9	3967	3.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	12	19.4	3450	3.4
5 50% OF PREMIUM	10	16.1	4171	4.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.2	260	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	7	11.3	3573	3.5
1 100% OF PREMIUM	31	50.0	88537	87.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	6	9.7	3631	3.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	9	14.5	2610	2.6
5 50% OF PREMIUM	8	12.9	2471	2.4
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.6	140	0.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	1.6	390	0.4
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	36	58.1	33964	33.6
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	3	4.8	7931	7.9
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	5	8.1	42478	42.1
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	15	24.2	12751	12.6
7 OTHER	2	3.2	3448	3.4
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	6	9.7	42868	42.5
1 ONE TO SIX DAYS	7	11.3	7978	7.9
2 SEVEN TO TWELVE DAYS	3	4.8	927	0.9
3 THIRTEEN TO FIFTEEN DAYS	9	14.5	5489	5.4
4 SIXTEEN TO EIGHTEEN DAYS	28	45.2	35880	35.5
5 NINETEEN OR MORE DAYS	3	4.8	614	0.6
6 VARIES WITH LENGTH OF SERVICE	5	8.1	7099	7.0
7 OTHER	1	1.6	107	0.1
TOTAL	62	100.0	100962	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	19	30.6	58113	57.6
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	2	3.2	256	0.3
3 91 TO 120 DAYS	10	16.1	2525	2.5
4 121 TO 150 DAYS	5	8.1	820	0.8
5 151 TO 200 DAYS	12	19.4	31890	31.6
6 201 TO 250 DAYS	1	1.6	130	0.1
7 MORE THAN 250 DAYS, BUT LIMITED	6	9.7	2164	2.1
8 UNLIMITED ACCUMULATION	5	8.1	4430	4.4
9 OTHER	2	3.2	634	0.6
TOTAL	62	100.0	100962	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	30	48.4	63196	62.6
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	2	3.2	687	0.7
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	1.6	258	0.3
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	16	25.8	32548	32.2
4 COMBINATION	4	6.5	858	0.8
5 OTHER	9	14.5	3415	3.4
TOTAL	62	100.0	100962	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	37	59.7	38249	37.9
1 100% OF PREMIUM	11	17.7	49596	49.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	3.2	2803	2.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	375	0.4
5 50% OF PREMIUM	4	6.5	786	0.8
6 LESS THAN 50% OF PREMIUM	1	1.6	3263	3.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	6.5	5135	5.1
9 OTHER	2	3.2	755	0.7
TOTAL	62	100.0	100962	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	34	54.8	37243	36.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	9	14.5	45847	45.4
4 39 WEEKS	-	-	-	-
5 52 WEEKS	3	4.8	1129	1.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	3.2	2866	2.8
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	12.9	11338	11.2
8 OTHER	6	9.7	2539	2.5
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	34	54.8	37243	36.9
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	2	3.2	765	0.8
5 PERCENTAGE OF EARNINGS	15	24.2	53615	53.1
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	3	4.8	3428	3.4
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	7	11.3	5673	5.6
9 OTHER	1	1.6	238	0.2
TOTAL	62	100.0	100962	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	27	43.5	13314	13.2
1 PROVISION	35	56.5	87648	86.8
TOTAL	62	100.0	100962	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	4	6.5	3069	3.0
1 100% OF PREMIUM	27	43.5	82794	82.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	4	6.5	821	0.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	8.1	1204	1.2
5 50% OF PREMIUM	11	17.7	4561	4.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	8.1	4337	4.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	6	9.7	4176	4.1
TOTAL	62	100.0	100962	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	4	6.5	3069	3.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	2	3.2	592	0.6
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	1.6	275	0.3
5 MORE THAN $20,000	11	17.7	33829	33.5
6 VARIES ACCORDING TO EARNINGS	21	33.9	51682	51.2
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	18	29.0	7883	7.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	5	8.1	3632	3.6
TOTAL	62	100.0	100962	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	38	61.3	46215	45.8
1 100% OF PREMIUM	12	19.4	45467	45.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	375	0.4
5 50% OF PREMIUM	6	9.7	2755	2.7
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.2	1440	1.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	3	4.8	4710	4.7
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	37	59.7	45770	45.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	1	1.6	390	0.4
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	1.6	275	0.3
5 MORE THAN $20,000	8	12.9	5198	5.1
6 VARIES ACCORDING TO EARNINGS	8	12.9	44301	43.9
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	8.1	2487	2.5
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	2	3.2	2541	2.5
TOTAL	62	100.0	100962	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	4	6.5	988	1.0
1 100% OF PREMIUM	24	38.7	86309	85.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.6	160	0.2
3 75% OF PREMIUM	10	16.1	4658	4.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	12.9	2679	2.7
5 50% OF PREMIUM	11	17.7	4508	4.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	6.5	1660	1.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	4	6.5	988	1.0
1 BASIC (A)	2	3.2	790	0.8
2 BASIC AND EXTENDED (A AND B)	3	4.8	487	0.5
3 BASIC AND ORTHODONTICS (A AND C)	1	1.6	238	0.2
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	37	59.7	90438	89.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	15	24.2	8021	7.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	9	14.5	2583	2.6
1 PROVISION	53	85.5	98379	97.4
TOTAL	62	100.0	100962	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	11	17.7	4283	4.2
1 UNION	1	1.6	914	0.9
2 MANAGEMENT	4	6.5	4868	4.8
3 JOINT UNION MANAGEMENT ADMINISTRATION	1	1.6	2361	2.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	44	71.0	88032	87.2
6 OTHER	1	1.6	504	0.5
TOTAL	62	100.0	100962	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	24	38.7	41121	40.7
1 PROVISION	38	61.3	59841	59.3
TOTAL	62	100.0	100962	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	1.6	143	0.1
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	8	12.9	7885	7.8
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	11	17.7	5046	5.0
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	21	33.9	75736	75.0
4 BY UNION REPRESENTATIVE	6	9.7	3680	3.6
5 BY GRIEVANCE COMMITTEE	1	1.6	123	0.1
6 BY WRITTEN NOTICE	10	16.1	3049	3.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	3	4.8	5148	5.1
8 OTHER	1	1.6	152	0.2
TOTAL	62	100.0	100962	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	5	8.1	1441	1.4
1 72 HOURS OR LESS	3	4.8	415	0.4
2 FIVE DAYS	9	14.5	3446	3.4
3 ONE WEEK	1	1.6	23732	23.5
4 TEN DAYS	9	14.5	2704	2.7
5 TWO WEEKS	4	6.5	8835	8.8
6 THREE WEEKS	1	1.6	375	0.4
7 ONE MONTH	17	27.4	50193	49.7
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	1.6	2361	2.3
10 OTHER	12	19.4	7460	7.4
TOTAL	62	100.0	100962	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	24	38.7	8189	8.1
1 PROVISION	38	61.3	92773	91.9
TOTAL	62	100.0	100962	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	59	95.2	61530	60.9
1 PROVISION	3	4.8	39432	39.1
TOTAL	62	100.0	100962	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

0 NO PROVISION	34	54.8	41759	41.4
1 PROVISION	28	45.2	59203	58.6
TOTAL	62	100.0	100962	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

0 NO PROVISION	42	67.7	53639	53.1
1 PROVISION	20	32.3	47323	46.9
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	13	21.0	14030	13.9
2 PERMANENT UMPIRE (NAMED)	2	3.2	1510	1.5
3 TRIPARTITE BOARD	26	41.9	33085	32.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	1.6	275	0.3
5 CHOICE OF ALTERNATIVES	20	32.3	52062	51.6
6 OTHER	-	-	-	-
TOTAL	62	100.0	100962	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	61	98.4	100752	99.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	1.6	210	0.2
TOTAL	62	100.0	100962	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	55	88.7	93949	93.1
1 PROVISION	7	11.3	7013	6.9
TOTAL	62	100.0	100962	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	17	27.4	5587	5.5
1 JOINT SAFETY COMMITTEE	44	71.0	92112	91.2
2 OTHER	1	1.6	3263	3.2
TOTAL	62	100.0	100962	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	19	30.6	11211	11.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	22	35.5	40367	40.0
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	1.6	390	0.4
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.6	2677	2.7
4 RIGHT TO UNDERTAKE INSPECTIONS	5	8.1	1635	1.6
5 COMBINATION OF 2 AND 3	2	3.2	362	0.4
6 COMBINATION OF 2 AND 4	2	3.2	705	0.7
7 COMBINATION OF 2, 3 AND 4	6	9.7	42784	42.4
8 OTHER	4	6.5	831	0.8
TOTAL	62	100.0	100962	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	19	30.6	11982	11.9
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	28	45.2	37941	37.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	15	24.2	51039	50.6
TOTAL	62	100.0	100962	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	30	48.4	40088	39.7
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	26	41.9	54264	53.7
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	2	3.2	3363	3.3
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	4	6.5	3247	3.2
TOTAL	62	100.0	100962	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	39	62.9	45591	45.2
1 PROVISION	23	37.1	55371	54.8
TOTAL	62	100.0	100962	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	38	61.3	48325	47.9
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	9	14.5	7672	7.6
2 RESTRICTION ON HOURS, REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	9	14.5	42997	42.6
4 OTHER	6	9.7	1968	1.9
TOTAL	62	100.0	100962	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	56	90.3	56865	56.3
1 PROVISION	6	9.7	44097	43.7
TOTAL	62	100.0	100962	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	17	27.4	54862	54.3
1 PROVISION	45	72.6	46100	45.7
TOTAL	62	100.0	100962	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	29	46.8	48481	48.0
1 POLICY STATEMENT ONLY	8	12.9	2415	2.4
2 POLICY AND/OR COMPLAINT PROCEDURE	24	38.7	49886	49.4
3 MENTIONED BUT NOT SPECIFIED	1	1.6	180	0.2
TOTAL	62	100.0	100962	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	57	91.9	57280	56.7
1 PROVISION	5	8.1	43682	43.3
TOTAL	62	100.0	100962	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	40	64.5	22011	21.8
1 PROVISION	22	35.5	78951	78.2
TOTAL	62	100.0	100962	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	51	82.3	46856	46.4
1 PROVISION	11	17.7	54106	53.6
TOTAL	62	100.0	100962	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	25	40.3	6938	6.9
1 PROVISION	37	59.7	94024	93.1
TOTAL	62	100.0	100962	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	35	56.5	46537	46.1
1 PROVISION	27	43.5	54425	53.9
TOTAL	62	100.0	100962	100.0

PART II: b
PRIVATE SECTOR

(119 agreements covering 112,605 employees)

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	85	71.4	33505	29.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	22	18.5	22335	19.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	3	2.5	12790	11.4
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	6.7	43575	38.7
4 MULTI-UNION AND SINGLE EMPLOYER	1	0.8	400	0.4
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	43	36.1	5834	5.2
2 200 - 499 EMPLOYEES	43	36.1	11945	10.6
3 500 - 999 EMPLOYEES	15	12.6	9551	8.5
4 1000 - 4999 EMPLOYEES	14	11.8	34675	30.8
5 5000 - 9,999 EMPLOYEES	2	1.7	15500	13.8
6 10,000 OR MORE EMPLOYEES	2	1.7	35100	31.2
TOTAL	119	100.0	112605	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	109	91.6	98603	87.6
1 FEDERAL	10	8.4	14002	12.4
TOTAL	119	100.0	112605	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	119	100.0	112605	100.0
1 PUBLIC	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	6	5.0	8075	7.2
1 MORE THAN 1 YEAR, LESS THAN 2	3	2.5	941	0.8
2 2 YEARS	54	45.4	53338	47.4
3 MORE THAN 2 YEARS, LESS THAN 3	7	5.9	3852	3.4
4 3 YEARS	44	37.0	44636	39.6
5 MORE THAN 3 YEARS	5	4.2	1763	1.6
6 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1985	3	2.5	857	0.8
1 1ST HALF OF 1986	13	10.9	11777	10.5
2 2ND HALF OF 1986	26	21.8	42678	37.9
3 1ST HALF OF 1987	39	32.8	25942	23.0
4 2ND HALF OF 1987	13	10.9	5687	5.1
5 1ST HALF OF 1988	19	16.0	24399	21.7
6 2ND HALF OF 1988	4	3.4	923	0.8
7 LATER THAN 1988	2	1.7	342	0.3
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	7	5.9	4847	4.3
1 OKANAGAN	6	5.0	2725	2.4
2 SOUTHERN INTERIOR	2	1.7	6853	6.1
3 LOWER COAST AND LOWER MAINLAND	54	45.4	12935	11.5
4 VANCOUVER ISLAND	9	7.6	2977	2.6
5 CENTRAL INTERIOR	9	7.6	7241	6.4
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	3	2.5	1200	1.1
8 TWO OR MORE REGIONS	26	21.8	72564	64.4
9 INTER-PROVINCIAL	3	2.5	1263	1.1
TOTAL	119	100.0	112605	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	25	21.0	42356	37.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	44	37.0	50736	45.1
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	27	22.7	11835	10.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	23	19.3	7678	6.8
4 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	40	33.6	13390	11.9
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	20	16.8	31034	27.6
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	18	15.1	10822	9.6
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	2.5	4043	3.6
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	12	10.1	19607	17.4
5 CONTRACTING OUT PROHIBITED ENTIRELY	7	5.9	3292	2.9
6 OTHER	19	16.0	30417	27.0
TOTAL	119	100.0	112605	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	2	1.7	870	0.8
1 CLOSED SHOP	19	16.0	32892	29.2
2 UNION SHOP	69	58.0	25546	22.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	23	19.3	40779	36.2
4 MAINTENANCE OF MEMBERSHIP	2	1.7	744	0.7
5 RAND FORMULA	3	2.5	774	0.7
6 OTHER	1	0.8	11000	9.8
TOTAL	119	100.0	112605	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	4	3.4	4658	4.1
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	87	73.1	55019	48.9
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	25	21.0	51978	46.2
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	0.8	120	0.1
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	0.8	330	0.3
6 OTHER	1	0.8	500	0.4
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	53	44.5	66853	59.4
1 CROSS PICKET LINES	31	26.1	19787	17.6
2 HOT CARGOES	2	1.7	650	0.6
3 NON-UNION WORKERS	1	0.8	2500	2.2
4 COMBINATION OF 1, 2, AND/OR 3	30	25.2	21825	19.4
5 OTHER	2	1.7	990	0.9
TOTAL	119	100.0	112605	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	13	10.9	23157	20.6
1 UNION HIRING HALL	6	5.0	10490	9.3
2 EMPLOYER (PLANT, BARGAINING UNIT)	50	42.0	24559	21.8
3 DEPARTMENT (BRANCH, DIVISION)	5	4.2	892	0.8
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	22	18.5	19687	17.5
6 EMPLOYER AND CRAFT	4	3.4	2071	1.8
7 COMBINATION OF THE ABOVE	10	8.4	6141	5.5
8 OTHER	9	7.6	25608	22.7
TOTAL	119	100.0	112605	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	22	18.5	34559	30.7
1 ONE CALENDAR MONTH	12	10.1	2579	2.3
2 TWO CALENDAR MONTHS	5	4.2	4515	4.0
3 THREE CALENDAR MONTHS	13	10.9	3782	3.4
4 SIX CALENDAR MONTHS	5	4.2	1574	1.4
5 THIRTY WORKING DAYS	20	16.8	42708	37.9
6 FORTY-FIVE WORKING DAYS	7	5.9	1937	1.7
7 SIXTY WORKING DAYS	4	3.4	940	0.8
8 240 WORKING DAYS	-	-	-	-
9 OTHER	31	26.1	20011	17.8
TOTAL	119	100.0	112605	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	26	21.8	58276	51.8
1 STRAIGHT SENIORITY	5	4.2	12935	11.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	44	37.0	25102	22.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	27	22.7	12852	11.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	15	12.6	3034	2.7
5 OTHER	2	1.7	406	0.4
TOTAL	119	100.0	112605	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	14	11.8	28432	25.2
1 STRAIGHT SENIORITY	21	17.6	6191	5.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	58	48.7	62159	55.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	14	11.8	8594	7.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	6.7	4077	3.6
5 OTHER	4	3.4	3152	2.8
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	39	32.8	53643	47.6
1 LESS THAN 24 HOURS	16	13.4	27145	24.1
2 24 HOURS TO 48 HOURS	12	10.1	6933	6.2
3 72 HOURS	2	1.7	400	0.4
4 ONE WEEK	6	5.0	1630	1.4
5 TWO WEEKS	9	7.6	2486	2.2
6 ONE MONTH	6	5.0	1197	1.1
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	13	10.9	3865	3.4
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	1.7	435	0.4
9 OTHER	14	11.8	14871	13.2
TOTAL	119	100.0	112605	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	20	16.8	30855	27.4
1 STRAIGHT SENIORITY	18	15.1	9384	8.3
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	62	52.1	62510	55.5
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	8	6.7	3928	3.5
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	5.0	1643	1.5
5 UNION HIRING HALL REFERRAL	3	2.5	4060	3.6
6 OTHER	2	1.7	225	0.2
TOTAL	119	100.0	112605	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	29	24.4	38082	33.8
1 FAILURE TO REPORT WHEN NOTIFIED	16	13.4	6006	5.3
2 AFTER A SPECIFIED PERIOD OFF WORK	7	5.9	25588	22.7
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	67	56.3	42929	38.1
TOTAL	119	100.0	112605	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	29	24.4	37479	33.3
1 LESS THAN SIX MONTHS	2	1.7	4117	3.7
2 SIX MONTHS	9	7.6	1740	1.5
3 SEVEN TO TWELVE MONTHS	2	1.7	1158	1.0
4 TWELVE MONTHS	30	25.2	18641	16.6
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	11	9.2	4862	4.3
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	29	24.4	42926	38.1
8 NOT SPECIFIED OR INDEFINITE	5	4.2	1220	1.1
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	2	1.7	462	0.4
TOTAL	119	100.0	112605	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	70	58.8	84235	74.8
1 UP TO 1 YEAR	11	9.2	13051	11.6
2 12 - 24 MONTHS	11	9.2	3538	3.1
3 MORE THAN 24 MONTHS	4	3.4	4990	4.4
4 VARIES BY TYPE OF INCAPACITATION	3	2.5	1092	1.0
5 OTHER	20	16.8	5699	5.1
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	64	53.8	63622	56.5
1 SENIORITY LOST ON TRANSFER	6	5.0	2250	2.0
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	35	29.4	43120	38.3
3 SENIORITY RETAINED INDEFINITELY	9	7.6	1943	1.7
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	3	2.5	800	0.7
5 OTHER	2	1.7	870	0.8
TOTAL	119	100.0	112605	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	104	87.4	85496	75.9
1 FOR UNION OFFICIALS	8	6.7	11024	9.8
2 SPECIAL SKILLS, APPRENTICES	5	4.2	12085	10.7
3 COMBINATION OF ALTERNATIVES	1	0.8	500	0.4
4 OTHER	1	0.8	3500	3.1
TOTAL	119	100.0	112605	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	37	31.1	42282	37.5
1 PROVISION	82	68.9	70323	62.5
TOTAL	119	100.0	112605	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	87	73.1	94459	83.9
1 OLDER WORKERS	3	2.5	2110	1.9
2 DISABLED WORKERS	17	14.3	8090	7.2
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	12	10.1	7946	7.1
TOTAL	119	100.0	112605	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	102	85.7	98967	87.9
1 PROVISION	17	14.3	13638	12.1
TOTAL	119	100.0	112605	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	35	29.4	15359	13.6
1 APPRENTICESHIP	25	21.0	25525	22.7
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	15	12.6	3721	3.3
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	3	2.5	531	0.5
4 1 AND 2	10	8.4	5977	5.3
5 1 AND 3	1	0.8	11000	9.8
6 2 AND 3	8	6.7	6895	6.1
7 1, 2 AND 3	12	10.1	13809	12.3
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	2	1.7	348	0.3
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	0.8	140	0.1
10 OTHER	7	5.9	29300	26.0
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	87	73.1	85543	76.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	5	4.2	6350	5.6
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	0.8	9000	8.0
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	2	1.7	405	0.4
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	0.8	808	0.7
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	8	6.7	4402	3.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	3	2.5	490	0.4
7 NOT SPECIFIED	12	10.1	5607	5.0
TOTAL	119	100.0	112605	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	101	84.9	107789	95.7
1 REDUCTION IN NORMAL HOURS OF WORK	7	5.9	2510	2.2
2 CHANGE IN TYPE OF WORK	1	0.8	160	0.1
3 COMBINATION OF 1 AND 2	1	0.8	170	0.2
4 OTHER	9	7.6	1976	1.8
TOTAL	119	100.0	112605	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	47	39.5	63567	56.5
1 REGULAR RATE OF EMPLOYEE	2	1.7	650	0.6
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	61	51.3	36493	32.4
3 RATE OF TEMPORARY JOB	4	3.4	5265	4.7
4 OTHER	5	4.2	6630	5.9
TOTAL	119	100.0	112605	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	90	75.6	103794	92.2
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	11	9.2	3446	3.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	7	5.9	2155	1.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.8	202	0.2
5 OTHER	10	8.4	3008	2.7
TOTAL	119	100.0	112605	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	87	73.1	101198	89.9
1 PROHIBITED	7	5.9	5405	4.8
2 PERMITTED - WITH RESTRICTIONS	18	15.1	4391	3.9
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	7	5.9	1611	1.4
TOTAL	119	100.0	112605	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	55	46.2	37622	33.4
1 UNION-MANAGEMENT CONSULTATION ONLY	18	15.1	18382	16.3
2 ARBITRATION IF CONSULTATION FAILS	39	32.8	30867	27.4
3 OTHER	7	5.9	25734	22.9
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	43	36.1	37428	33.2
1 LESS THAN THREE MONTHS	22	18.5	19641	17.4
2 THREE MONTHS	17	14.3	3645	3.2
3 SIX MONTHS	18	15.1	39604	35.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	12	10.1	7035	6.2
6 OTHER	7	5.9	5252	4.7
TOTAL	119	100.0	112605	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	70	58.8	84152	74.7
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	18	15.1	16120	14.3
2 CONSULTATION - DETAILS UNSPECIFIED	29	24.4	9573	8.5
3 OTHER	2	1.7	2760	2.5
TOTAL	119	100.0	112605	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	93	78.2	106524	94.6
1 PROVISION	26	21.8	6081	5.4
TOTAL	119	100.0	112605	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	43	36.1	37401	33.2
1 STRAIGHT LAYOFF	4	3.4	2858	2.5
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	47	39.5	38498	34.2
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	0.8	467	0.4
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	5	4.2	4780	4.2
5 COMBINATION	13	10.9	14251	12.7
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	2.5	750	0.7
7 OTHER	3	2.5	13600	12.1
TOTAL	119	100.0	112605	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	69	58.0	65105	57.8
1 LESS THAN ONE YEAR	7	5.9	3075	2.7
2 ONE YEAR	28	23.5	38749	34.4
3 TWO YEARS	6	5.0	1770	1.6
4 THREE YEARS	4	3.4	855	0.8
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	5	4.2	3051	2.7
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	55	46.2	57041	50.7
1 ONE WEEK'S PAY PER YEAR OF SERVICE	31	26.1	45794	40.7
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	9	7.6	2913	2.6
3 VARIES ACCORDING TO LENGTH OF SERVICE	12	10.1	3752	3.3
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	2	1.7	400	0.4
5 OTHER	10	8.4	2705	2.4
TOTAL	119	100.0	112605	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	71	59.7	62817	55.8
1 LESS THAN 20 WEEKS' PAY	11	9.2	4513	4.0
2 20 - 25 WEEKS' PAY	7	5.9	1343	1.2
3 26 - 29 WEEKS' PAY	5	4.2	765	0.7
4 30 - 51 WEEKS' PAY	14	11.8	39012	34.6
5 52 WEEK'S PAY OR MORE	2	1.7	578	0.5
6 NO MAXIMUM	5	4.2	1490	1.3
7 OTHER	4	3.4	2087	1.9
TOTAL	119	100.0	112605	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	98	82.4	92434	82.1
1 LESS THAN THREE MONTHS	8	6.7	2453	2.2
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	2.5	553	0.5
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	2	1.7	453	0.4
4 MENTIONED, NOT SPECIFIED	1	0.8	520	0.5
5 BY LENGTH OF SERVICE	3	2.5	2465	2.2
6 OTHER	4	3.4	13727	12.2
TOTAL	119	100.0	112605	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	50	42.0	51730	45.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	37	31.1	9928	8.8
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	8	6.7	29500	26.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	1	0.8	193	0.2
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	20	16.8	18252	16.2
6 OTHER	3	2.5	3002	2.7
TOTAL	119	100.0	112605	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	56	47.1	53785	47.8
1 COMPANY PROGRAM	19	16.0	15575	13.8
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	11	9.2	26521	23.6
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	30	25.2	13714	12.2
5 OTHER	3	2.5	3010	2.7
TOTAL	119	100.0	112605	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	119	100.0	112605	100.0
1 PROVISION	-	-	-	-
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	116	97.5	101105	89.8
1 EMPLOYER PAYS FULL COST	1	0.8	150	0.1
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	1.7	11350	10.1
TOTAL	119	100.0	112605	100.0
SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	18	15.1	19164	17.0
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	0.8	180	0.2
2 WAGE ADJUSTMENT YEARLY	60	50.4	69406	61.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	27	22.7	18636	16.5
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	3	2.5	1211	1.1
5 OTHER	10	8.4	4008	3.6
TOTAL	119	100.0	112605	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	108	90.8	108603	96.4
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	2	1.7	500	0.4
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	3	2.5	1070	1.0
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	6	5.0	2432	2.2
TOTAL	119	100.0	112605	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	66	55.5	86063	76.4
1 SEVERANCE PAY PLAN	49	41.2	24680	21.9
2 LAYOFF BENEFITS PLAN	2	1.7	1650	1.5
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	2	1.7	212	0.2
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	115	96.6	108343	96.2
1 PROVISION	4	3.4	4262	3.8
TOTAL	119	100.0	112605	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	81	68.1	94288	83.7
1 LESS THAN ONE YEAR	7	5.9	3620	3.2
2 ONE YEAR	19	16.0	11207	10.0
3 TWO YEARS	5	4.2	1495	1.3
4 THREE YEARS	2	1.7	300	0.3
5 FIVE YEARS	3	2.5	1070	1.0
6 TEN YEARS	-	-	-	-
7 OTHER	2	1.7	625	0.6
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	66	55.5	86213	76.6
1 ONE DAY'S PAY PER YEAR OF SERVICE	2	1.7	550	0.5
2 ONE WEEK'S PAY PER YEAR OF SERVICE	20	16.8	16712	14.8
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	8	6.7	2931	2.6
4 VARIES ACCORDING TO LENGTH OF SERVICE	18	15.1	5257	4.7
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	5	4.2	942	0.8
TOTAL	119	100.0	112605	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	84	70.6	102054	90.6
1 LESS THAN 20 WEEKS' PAY	8	6.7	2710	2.4
2 20 WEEKS' PAY	5	4.2	858	0.8
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	2	1.7	240	0.2
5 30 - 52 WEEKS' PAY	8	6.7	2053	1.8
6 NO MAXIMUM	7	5.9	2015	1.8
7 OTHER	5	4.2	2675	2.4
TOTAL	119	100.0	112605	100.0
FIELD 6-08 COLA				
0 NO PROVISION	88	73.9	90228	80.1
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	30	25.2	22127	19.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	0.8	250	0.2
TOTAL	119	100.0	112605	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	88	73.9	90228	80.1
1 AUTOMATIC MONTHLY ADJUSTMENT	6	5.0	1267	1.1
2 AUTOMATIC QUARTERLY ADJUSTMENT	9	7.6	5688	5.1
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	4	3.4	1967	1.7
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	9	7.6	12940	11.5
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	2	1.7	400	0.4
9 OTHER	1	0.8	115	0.1
TOTAL	119	100.0	112605	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	NON OFFICE EMPLOYEES	
FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	1000	0.9
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	700	0.7
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	30974	29.1
5 7 3/4 HOURS	912	0.9
6 EIGHT HOURS	61784	58.0
7 MORE THAN EIGHT HOURS	332	0.3
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	10875	10.2
TOTAL	106582	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN SEVEN HOURS	270		4.5	
2 SEVEN HOURS	345		5.7	
3 7 1/4 HOURS	-		-	
4 7 1/2 HOURS	4957		82.3	
5 7 3/4 HOURS	-		-	
6 EIGHT HOURS	157		2.6	
7 MORE THAN EIGHT HOURS	-		-	
8 FLEXIBLE WORK HOURS	145		2.4	
9 OTHER	149		2.5	
TOTAL	6023		100.0	
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	1900		1.8	
1 THREE DAYS	-		-	
2 FOUR DAYS	2532		2.4	
3 FIVE DAYS	90370		84.8	
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	1325		1.2	
7 OTHER	10450		9.8	
TOTAL	106582		100.0	
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	-		-	
3 FIVE DAYS	5852		97.2	
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	171		2.8	
TOTAL	6023		100.0	
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	1900		1.8	
1 LESS THAN 35 HOURS	100		0.1	
2 35 HOURS	830		0.8	
3 37 1/2 HOURS	31174		29.2	
4 40 HOURS	59860		56.2	
5 MORE THAN 40 HOURS	-		-	
6 OTHER	12713		11.9	
TOTAL	106582		100.0	
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	270		4.5	
2 35 HOURS	369		6.1	
3 37 1/2 HOURS	4954		82.3	
4 40 HOURS	283		4.7	
5 MORE THAN 40 HOURS	-		-	
6 OTHER	147		2.4	
TOTAL	6023		100.0	

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	6	5.0	2608	2.3
1 TWO DAYS (CONSECUTIVE)	95	79.8	104013	92.4
2 TWO DAYS (NOT CONSECUTIVE)	1	0.8	178	0.2
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	2.5	1292	1.1
7 OTHER	14	11.8	4514	4.0
TOTAL	119	100.0	112605	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	63	52.9	41766	37.1
1 THREE HOURS' PAY	4	3.4	4308	3.8
2 FOUR HOURS' PAY	33	27.7	54504	48.4
3 FULL SHIFT'S PAY	12	10.1	6061	5.4
4 OTHER	7	5.9	5966	5.3
TOTAL	119	100.0	112605	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	97	81.5	105453	93.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	16	13.4	5551	4.9
3 OTHER	6	5.0	1601	1.4
TOTAL	119	100.0	112605	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	21	17.6	17150	15.2
1 TWO FOR A TOTAL OF 20 MINUTES	41	34.5	67282	59.8
2 TWO FOR A TOTAL OF 30 MINUTES	42	35.3	21615	19.2
3 TWO FOR A TOTAL OF 40 MINUTES	2	1.7	600	0.5
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	2	1.7	707	0.6
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	4	3.4	3693	3.3
6 OTHER	7	5.9	1558	1.4
TOTAL	119	100.0	112605	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	61	51.3	82294	73.1
1 LESS THAN ONE DAY (24 HOURS)	12	10.1	8590	7.6
2 ONE DAY (24 HOURS)	16	13.4	4811	4.3
3 MORE THAN ONE DAY LESS THAN THREE	16	13.4	5135	4.6
4 THREE DAYS TO LESS THAN SEVEN	4	3.4	755	0.7
5 SEVEN TO FOURTEEN DAYS	1	0.8	195	0.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	3	2.5	5345	4.7
8 OTHER	6	5.0	5480	4.9
TOTAL	119	100.0	112605	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	109	91.6	81179	72.1
1 PROVISION	10	8.4	31426	27.9
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	99	83.2	98765	87.7
1 PROVISION	20	16.8	13840	12.3
TOTAL	119	100.0	112605	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	114	95.8	107017	95.0
1 PROVISION	5	4.2	5588	5.0
TOTAL	119	100.0	112605	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	106	89.1	109203	97.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	4.2	1063	0.9
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	0.8	450	0.4
5 UNDER STUDY	-	-	-	-
6 OTHER	7	5.9	1889	1.7
TOTAL	119	100.0	112605	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	14	11.8	4358	3.9
1 1 1/2 X FOR ONE HOUR, THEN 2 X	3	2.5	803	0.7
2 1 1/2 X FOR TWO HOURS, THEN 2 X	31	26.1	10510	9.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	20	16.8	48698	43.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	3.4	1025	0.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	39	32.8	29611	26.3
7 OTHER	8	6.7	17600	15.6
TOTAL	119	100.0	112605	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	28	23.5	44759	39.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	3.4	1010	0.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	18	15.1	5895	5.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	2.5	355	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	4.2	1220	1.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	2.5	864	0.8
6 2 X	41	34.5	30231	26.8
7 OTHER	17	14.3	28271	25.1
TOTAL	119	100.0	112605	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	6.7	3763	3.3
1 1 1/2 X	31	26.1	43733	38.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.7	544	0.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	7	5.9	1332	1.2
4 1 1/2 X FOR THREE HOURS, THEN 2 X	2	1.7	4130	3.7
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	8	6.7	1727	1.5
6 2 X	48	40.3	43436	38.6
7 OTHER	13	10.9	13940	12.4
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	12	10.1	4580	4.1
1 1 1/2 X	10	8.4	4546	4.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	3	2.5	786	0.7
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.8	400	0.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	1.7	436	0.4
5 2 X	82	68.9	93940	83.4
6 3 X	2	1.7	1967	1.7
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	7	5.9	5950	5.3
TOTAL	119	100.0	112605	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	11	9.2	30320	26.9
1 PAY ONLY	72	60.5	60887	54.1
2 FULL COMPENSATORY TIME OFF	1	0.8	205	0.2
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	32	26.9	20555	18.3
4 OTHER	3	2.5	638	0.6
TOTAL	119	100.0	112605	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	62	52.1	84664	75.2
1 RIGHT TO REFUSE	50	42.0	26436	23.5
2 NO RIGHT TO REFUSE	2	1.7	472	0.4
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	1.7	271	0.2
4 OTHER	3	2.5	762	0.7
TOTAL	119	100.0	112605	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	57	47.9	82228	73.0
1 BASED ON SENIORITY	27	22.7	9072	8.1
2 SHARED AMONG ALL EMPLOYEES	33	27.7	20978	18.6
3 OTHER	2	1.7	327	0.3
TOTAL	119	100.0	112605	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	74	62.2	44866	39.8
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	12	10.1	33060	29.4
2 1 1/2 X	6	5.0	10332	9.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.8	150	0.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	0.8	500	0.4
5 2 X	4	3.4	13150	11.7
6 FLAT AMOUNT PER HOUR OR DAY	12	10.1	4297	3.8
7 PERCENTAGE OF REGULAR RATE	4	3.4	1450	1.3
8 OTHER	5	4.2	4800	4.3
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	72	60.5	39689	35.2
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	4	3.4	855	0.8
2 1 1/2 X	10	8.4	47097	41.8
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.8	150	0.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	12	10.1	15395	13.7
6 FLAT AMOUNT PER HOUR OR PER DAY	10	8.4	3117	2.8
7 PERCENTAGE OF REGULAR RATE	6	5.0	1672	1.5
8 OTHER	4	3.4	4630	4.1
TOTAL	119	100.0	112605	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	27	22.7	37102	32.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	6	5.0	5537	4.9
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	4	3.4	4370	3.9
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	23	19.3	19432	17.3
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	2	1.7	873	0.8
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	7	5.9	1871	1.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	8	6.7	13257	11.8
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	19	16.0	10498	9.3
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	0.8	106	0.1
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	0.8	150	0.1
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	1.7	452	0.4
12 OTHER	19	16.0	18957	16.8
TOTAL	119	100.0	112605	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	47	39.5	41527	36.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	51	42.9	64041	56.9
2 ON DESIGNATED SHIFTS	11	9.2	5329	4.7
3 1 AND 2	5	4.2	880	0.8
4 OTHER	5	4.2	828	0.7
TOTAL	119	100.0	112605	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	41	34.5	17448	15.5
1 LESS THAN $4.00	2	1.7	438	0.4
2 $4.00 TO $4.99	3	2.5	1765	1.6
3 $5.00 TO $5.99	9	7.6	3217	2.9
4 $6.00 TO $6.99	5	4.2	1445	1.3
5 $7.00 AND MORE	14	11.8	5342	4.7
6 MEAL PROVIDED	29	24.4	68131	60.5
7 OTHER	16	13.4	14819	13.2
TOTAL	119	100.0	112605	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	100	84.0	88549	78.6
1 1 1/2 X	4	3.4	12378	11.0
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	3	2.5	530	0.5
4 FLAT AMOUNT	3	2.5	1250	1.1
5 OTHER	9	7.6	9898	8.8
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	95	79.8	63947	56.8
1 PROVISION	24	20.2	48658	43.2
TOTAL	119	100.0	112605	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	86	72.3	72653	64.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	8	6.7	2512	2.2
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	14	11.8	5592	5.0
3 PERCENTAGE OF REGULAR RATE	2	1.7	6325	5.6
4 REDUCED SHIFT	-	-	-	-
5 OTHER	9	7.6	25523	22.7
TOTAL	119	100.0	112605	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	28	23.5	8644	7.7
1 LESS THAN 20 CENTS PER HOUR	1	0.8	315	0.3
2 20 - 29 CENTS PER HOUR	7	5.9	1432	1.3
3 30 - 49 CENTS PER HOUR	32	26.9	46550	41.3
4 50 - 75 CENTS PER HOUR	10	8.4	5030	4.5
5 MORE THAN 75 CENTS PER HOUR	7	5.9	3128	2.8
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	12	10.1	27230	24.2
8 PERCENTAGE OF HOURLY WAGE RATE	7	5.9	3352	3.0
9 FLAT AMOUNT PER SHIFT	4	3.4	11762	10.4
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	11	9.2	5162	4.6
TOTAL	119	100.0	112605	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	33	27.7	21072	18.7
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	4	3.4	697	0.6
3 30 - 49 CENTS PER HOUR	17	14.3	39443	35.0
4 50 - 74 CENTS PER HOUR	18	15.1	5881	5.2
5 75 - $1.00 PER HOUR	6	5.0	5788	5.1
6 MORE THAN $1.00 PER HOUR	8	6.7	3298	2.9
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	2	1.7	450	0.4
9 TWO HOUR'S PAY PER SHIFT	10	8.4	18287	16.2
10 PERCENTAGE OF HOURLY WAGE RATE	8	6.7	3530	3.1
11 FLAT AMOUNT PER SHIFT	4	3.4	11762	10.4
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	9	7.6	2397	2.1
TOTAL	119	100.0	112605	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	105	88.2	109670	97.4
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	1	0.8	260	0.2
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	1	0.8	100	0.1
7 FLAT AMOUNT PER SHIFT	1	0.8	253	0.2
8 SPLIT SHIFT PROHIBITED	5	4.2	794	0.7
9 OTHER	6	5.0	1528	1.4
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	92	77.3	80595	71.6
1 PROVISION	27	22.7	32010	28.4
TOTAL	119	100.0	112605	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	115	96.6	111738	99.2
1 PROVISION	4	3.4	867	0.8
TOTAL	119	100.0	112605	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	0.8	1000	0.9
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	2	1.7	1142	1.0
3 TEN DAYS	17	14.3	5316	4.7
4 ELEVEN DAYS	56	47.1	62131	55.2
5 TWELVE DAYS	27	22.7	20261	18.0
6 THIRTEEN DAYS	7	5.9	1530	1.4
7 FOURTEEN DAYS	8	6.7	20475	18.2
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	0.8	750	0.7
TOTAL	119	100.0	112605	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	36	30.3	33872	30.1
1 MINIMUM LENGTH OF SERVICE	15	12.6	18997	16.9
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	0.8	500	0.4
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	15	12.6	6783	6.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	4	3.4	2343	2.1
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	42	35.3	48148	42.8
7 OTHER	6	5.0	1962	1.7
TOTAL	119	100.0	112605	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	56	47.1	43955	39.0
1 LESS THAN ONE MONTH	10	8.4	6517	5.8
2 ONE MONTH	31	26.1	50164	44.5
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	3	2.5	597	0.5
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	10	8.4	6300	5.6
6 OTHER	9	7.6	5072	4.5
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	8	6.7	2530	2.2
1 ANOTHER DAY OFF	2	1.7	700	0.6
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	30	25.2	53200	47.2
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	63	52.9	43240	38.4
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	1	0.8	260	0.2
5 OTHER	15	12.6	12675	11.3
TOTAL	119	100.0	112605	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	23	19.3	15187	13.5
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	69	58.0	87449	77.7
2 AN EXTRA DAY'S PAY	11	9.2	2081	1.8
3 1 OR 2	13	10.9	3338	3.0
4 OTHER	3	2.5	4550	4.0
TOTAL	119	100.0	112605	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	53	44.5	80541	71.5
1 ANOTHER PAID DAY OFF	45	37.8	11750	10.4
2 ANOTHER DAY'S PAY	10	8.4	5968	5.3
3 1 OR 2	11	9.2	14346	12.7
4 NOT GRANTED	-	-	-	-
TOTAL	119	100.0	112605	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	50	42.0	74888	66.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	6	5.0	2715	2.4
2 ONE WEEK AFTER 6 MONTHS	4	3.4	821	0.7
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	43	36.1	23315	20.7
4 OTHER	16	13.4	10866	9.6
TOTAL	119	100.0	112605	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	6	5.0	11625	10.3
1 TWO WEEKS	1	0.8	520	0.5
2 THREE WEEKS	10	8.4	19503	17.3
3 FOUR WEEKS	7	5.9	3593	3.2
4 FIVE WEEKS	20	16.8	4411	3.9
5 SIX WEEKS	43	36.1	26342	23.4
6 SEVEN WEEKS	23	19.3	41640	37.0
7 EIGHT WEEKS	1	0.8	350	0.3
8 OTHER	8	6.7	4621	4.1
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	4	3.4	6875	6.1
1 MINIMUM GREATER THAN THREE WEEKS	1	0.8	467	0.4
2 ONE YEAR OF SERVICE	24	20.2	28651	25.4
3 TWO YEARS	27	22.7	56237	49.9
4 THREE YEARS	39	32.8	12618	11.2
5 FOUR YEARS	14	11.8	3474	3.1
6 FIVE YEARS	8	6.7	3033	2.7
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	2	1.7	1250	1.1
9 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	19	16.0	33768	30.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	0.8	112	0.1
4 FOUR YEARS	2	1.7	444	0.4
5 FIVE YEARS	7	5.9	1254	1.1
6 SIX YEARS	3	2.5	1545	1.4
7 SEVEN YEARS	24	20.2	41632	37.0
8 EIGHT YEARS	22	18.5	11733	10.4
9 NINE YEARS	14	11.8	3045	2.7
10 TEN YEARS	20	16.8	17310	15.4
11 ELEVEN YEARS	2	1.7	709	0.6
12 TWELVE YEARS	2	1.7	513	0.5
13 THIRTEEN YEARS	2	1.7	420	0.4
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	0.8	120	0.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	27	22.7	38061	33.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	8	6.7	1419	1.3
11 ELEVEN YEARS	3	2.5	505	0.4
12 TWELVE YEARS	1	0.8	100	0.1
13 THIRTEEN YEARS	8	6.7	2574	2.3
14 FOURTEEN YEARS	8	6.7	1727	1.5
15 FIFTEEN YEARS	32	26.9	44533	39.5
16 SIXTEEN YEARS	1	0.8	150	0.1
17 SEVENTEEN YEARS	8	6.7	3716	3.3
18 EIGHTEEN YEARS	9	7.6	5820	5.2
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	13	10.9	13700	12.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	0.8	300	0.3
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	52	43.7	43673	38.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	0.8	270	0.2
16 SIXTEEN YEARS	1	0.8	194	0.2
17 SEVENTEEN YEARS	2	1.7	310	0.3
18 EIGHTEEN YEARS	10	8.4	2883	2.6
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	15	12.6	4851	4.3
21 TWENTY-ONE YEARS	6	5.0	1030	0.9
22 TWENTY-TWO YEARS	6	5.0	1893	1.7
23 TWENTY-THREE YEARS	1	0.8	543	0.5
24 TWENTY-FOUR YEARS	9	7.6	37026	32.9
25 TWENTY-FIVE YEARS	8	6.7	14336	12.7
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	4	3.4	4553	4.0
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	4	3.4	1043	0.9
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	94	79.0	69995	62.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	6	5.0	1647	1.5
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	5	4.2	2302	2.0
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	2	1.7	655	0.6
30	THIRTY YEARS	10	8.4	37303	33.1
31	THIRTY-ONE YEARS	117	98.3	111755	99.2
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	2	1.7	653	0.6
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	1	0.8	450	0.4
	TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	117	98.3	111755	99.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	2	1.7	653	0.6
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	0.8	450	0.4
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	3	2.5	1650	1.5
32 THIRTY-TWO YEARS	18	15.1	19518	17.3
33 THIRTY-THREE YEARS	56	47.1	44065	39.1
34 THIRTY-FOUR YEARS	38	31.9	46164	41.0
35 THIRTY-FIVE YEARS	4	3.4	1208	1.1
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	1	0.8	450	0.4
TOTAL	119	100.0	112605	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	3	2.5	1650	1.5
1 REGULAR PAY	18	15.1	19518	17.3
2 PERCENTAGE OF YEARLY GROSS EARNINGS	56	47.1	44065	39.1
3 1 OR 2, WHICHEVER IS GREATER	38	31.9	46164	41.0
4 OTHER	4	3.4	1208	1.1
TOTAL	119	100.0	112605	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	79	66.4	92193	81.9
1 WITH LIMITATIONS	20	16.8	14737	13.1
2 WITHOUT LIMITATIONS	2	1.7	323	0.3
3 NOT ALLOWED	17	14.3	5146	4.6
4 OTHER	1	0.8	206	0.2
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	98	82.4	103942	92.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	0.8	350	0.3
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	12	10.1	6397	5.7
3 OTHER	8	6.7	1916	1.7
TOTAL	119	100.0	112605	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	12	10.1	13919	12.4
1 ONE DAY	4	3.4	9900	8.8
2 TWO DAYS	3	2.5	642	0.6
3 THREE DAYS	75	63.0	60695	53.9
4 FOUR DAYS	3	2.5	876	0.8
5 FIVE DAYS	4	3.4	1148	1.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	15	12.6	15322	13.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.7	9313	8.3
8 OTHER	1	0.8	790	0.7
TOTAL	119	100.0	112605	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	21	17.6	33706	29.9
1 PROVISION FOR FULL REGULAR PAY	94	79.0	77604	68.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	4	3.4	1295	1.2
TOTAL	119	100.0	112605	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	28	23.5	34616	30.7
1 PAID LEAVE	3	2.5	3839	3.4
2 UNPAID LEAVE	66	55.5	66505	59.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	17	14.3	3662	3.3
4 OTHER	5	4.2	3983	3.5
TOTAL	119	100.0	112605	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	115	96.6	100894	89.6
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.8	11000	9.8
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	0.8	111	0.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	0.8	150	0.1
7 OTHER	1	0.8	450	0.4
TOTAL	119	100.0	112605	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	113	95.0	111669	99.2
1 ONE MONTHS' SERVICE	1	0.8	150	0.1
2 TWO TO SIX MONTHS' SERVICE	2	1.7	261	0.2
3 MORE THAN SIX MONTHS	2	1.7	295	0.3
4 OTHER	1	0.8	230	0.2
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	63	52.9	70734	62.8
1 17 WEEKS	6	5.0	2271	2.0
2 18 WEEKS	18	15.1	5325	4.7
3 19 - 25 WEEKS	5	4.2	4830	4.3
4 26 WEEKS	7	5.9	1954	1.7
5 27 - 52 WEEKS	7	5.9	1598	1.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	7	5.9	12588	11.2
8 OTHER	6	5.0	13305	11.8
TOTAL	119	100.0	112605	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	117	98.3	112230	99.7
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	0.8	145	0.1
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	0.8	230	0.2
TOTAL	119	100.0	112605	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	77	64.7	96133	85.4
1 SENIORITY RETAINED	12	10.1	2086	1.9
2 SENIORITY ACCUMULATED	14	11.8	8393	7.5
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	13	10.9	5023	4.5
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	0.8	120	0.1
5 OTHER	2	1.7	850	0.8
TOTAL	119	100.0	112605	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	107	89.9	110229	97.9
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	4	3.4	736	0.7
3 TWO DAYS	1	0.8	140	0.1
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	1.7	375	0.3
6 FIVE DAYS	-	-	-	-
7 OTHER	5	4.2	1125	1.0
TOTAL	119	100.0	112605	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	107	89.9	109993	97.7
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	11	9.2	2382	2.1
3 OTHER	1	0.8	230	0.2
TOTAL	119	100.0	112605	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	92	77.3	67206	59.7
1 LEAVE WITH FULL PAY	7	5.9	5156	4.6
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	15	12.6	38247	34.0
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	2.5	376	0.3
5 OTHER	2	1.7	1620	1.4
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	107	89.9	99499	88.4
1 ONE DAY	1	0.8	111	0.1
2 TWO DAYS	-	-	-	-
3 THREE DAYS	2	1.7	600	0.5
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	0.8	11000	9.8
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	2	1.7	300	0.3
7 OTHER	6	5.0	1095	1.0
TOTAL	119	100.0	112605	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	70	58.8	65187	57.9
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	3.4	1388	1.2
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	10	8.4	3481	3.1
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	8	6.7	1552	1.4
4 MENTIONED BUT NOT SPECIFIED	3	2.5	682	0.6
5 OTHER	24	20.2	40315	35.8
TOTAL	119	100.0	112605	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	25	21.0	29462	26.2
1 PROVISION	94	79.0	83143	73.8
TOTAL	119	100.0	112605	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	6	5.0	2536	2.3
1 HEALTH AND WELFARE FUND	32	26.9	42456	37.7
2 SERIES OF PLANS	78	65.5	66900	59.4
3 OTHER	3	2.5	713	0.6
TOTAL	119	100.0	112605	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	56	47.1	41514	36.9
1 IMMEDIATELY ON BEING EMPLOYED	3	2.5	4205	3.7
2 ONE MONTH	8	6.7	2095	1.9
3 THREE MONTHS	7	5.9	2165	1.9
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	31	26.1	41567	36.9
7 OTHER	14	11.8	21059	18.7
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	85	71.4	74606	66.3
1 LESS THAN 20 CENTS PER HOUR	1	0.8	520	0.5
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	2	1.7	890	0.8
5 50 - 74 CENTS PER HOUR	3	2.5	904	0.8
6 75 CENTS - $1.00 PER HOUR	7	5.9	14375	12.8
7 MORE THAN $1.00 PER HOUR	8	6.7	18412	16.4
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	8	6.7	2033	1.8
9 OTHER	5	4.2	865	0.8
TOTAL	119	100.0	112605	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	12	10.1	4420	3.9
1 100% OF PREMIUM	68	57.1	58860	52.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.5	355	0.3
3 75% OF PREMIUM	2	1.7	12500	11.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	3.4	777	0.7
5 50% OF PREMIUM	5	4.2	973	0.9
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	1	0.8	106	0.1
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.5	585	0.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	16.8	33909	30.1
10 OTHER	1	0.8	120	0.1
TOTAL	119	100.0	112605	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	24	20.2	11403	10.1
1 100% OF PREMIUM	63	52.9	57303	50.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.5	365	0.3
3 75% OF PREMIUM	1	0.8	11000	9.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	3.4	1177	1.0
5 50% OF PREMIUM	1	0.8	178	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.7	370	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	17.6	30809	27.4
10 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	39	32.8	40151	35.7
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	11	9.2	4751	4.2
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	37	31.1	60604	53.8
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	28	23.5	6490	5.8
7 OTHER	4	3.4	609	0.5
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	74	62.2	99823	88.6
1 ONE TO SIX DAYS	21	17.6	4959	4.4
2 SEVEN TO TWELVE DAYS	14	11.8	4412	3.9
3 THIRTEEN TO FIFTEEN DAYS	2	1.7	315	0.3
4 SIXTEEN TO EIGHTEEN DAYS	1	0.8	111	0.1
5 NINETEEN OR MORE DAYS	1	0.8	178	0.2
6 VARIES WITH LENGTH OF SERVICE	2	1.7	382	0.3
7 OTHER	4	3.4	2425	2.2
TOTAL	119	100.0	112605	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	87	73.1	102397	90.9
1 30 DAYS OR LESS	17	14.3	5022	4.5
2 31 TO 90 DAYS	9	7.6	3873	3.4
3 91 TO 120 DAYS	2	1.7	256	0.2
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	2	1.7	311	0.3
9 OTHER	2	1.7	746	0.7
TOTAL	119	100.0	112605	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	97	81.5	105740	93.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	4	3.4	2181	1.9
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	3	2.5	1068	0.9
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	0.8	105	0.1
4 COMBINATION	8	6.7	2033	1.8
5 OTHER	6	5.0	1478	1.3
TOTAL	119	100.0	112605	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	43	36.1	49735	44.2
1 100% OF PREMIUM	49	41.2	52918	47.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.7	260	0.2
3 75% OF PREMIUM	2	1.7	320	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	5.0	1541	1.4
5 50% OF PREMIUM	2	1.7	385	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	1	0.8	500	0.4
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	8.4	5682	5.0
9 OTHER	4	3.4	1264	1.1
TOTAL	119	100.0	112605	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	43	36.1	38385	34.1
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	0.8	207	0.2
3 26 WEEKS	19	16.0	8106	7.2
4 39 WEEKS	2	1.7	410	0.4
5 52 WEEKS	26	21.8	42914	38.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	7	5.9	12285	10.9
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	17	14.3	9165	8.1
8 OTHER	4	3.4	1133	1.0
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	39	32.8	37702	33.5
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	1	0.8	120	0.1
3 $151 TO $200 PER WEEK	2	1.7	950	0.8
4 MORE THAN $200 PER WEEK	34	28.6	47934	42.6
5 PERCENTAGE OF EARNINGS	20	16.8	15661	13.9
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	3.4	930	0.8
7 VARIES ACCORDING TO EARNINGS	6	5.0	1597	1.4
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	12	10.1	7561	6.7
9 OTHER	1	0.8	150	0.1
TOTAL	119	100.0	112605	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	72	60.5	64620	57.4
1 PROVISION	47	39.5	47985	42.6
TOTAL	119	100.0	112605	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	14	11.8	4836	4.3
1 100% OF PREMIUM	67	56.3	58507	52.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.7	260	0.2
3 75% OF PREMIUM	1	0.8	200	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.5	657	0.6
5 50% OF PREMIUM	3	2.5	448	0.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	5.0	12263	10.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	19.3	35434	31.5
9 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	15	12.6	8486	7.5
1 $5,000 OR LESS	2	1.7	250	0.2
2 $5,001 TO $10,000	7	5.9	1494	1.3
3 $10,001 TO $15,000	5	4.2	1447	1.3
4 $15,001 TO $20,000	9	7.6	2014	1.8
5 MORE THAN $20,000	33	27.7	46247	41.1
6 VARIES ACCORDING TO EARNINGS	18	15.1	3810	3.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	4.2	12488	11.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	25	21.0	36369	32.3
9 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	43	36.1	26360	23.4
1 100% OF PREMIUM	42	35.3	48206	42.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	0.8	200	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.5	657	0.6
5 50% OF PREMIUM	1	0.8	120	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.5	593	0.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	21.8	36469	32.4
10 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	43	36.1	26360	23.4
1 $5,000 OR LESS	1	0.8	113	0.1
2 $5,001 TO $10,000	3	2.5	456	0.4
3 $10,001 TO $15,000	4	3.4	947	0.8
4 $15,001 TO $20,000	8	6.7	1899	1.7
5 MORE THAN $20,000	23	19.3	44019	39.1
6 VARIES ACCORDING TO EARNINGS	8	6.7	1729	1.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	3.4	713	0.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	25	21.0	36369	32.3
9 OTHER	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	15	12.6	5635	5.0
1 100% OF PREMIUM	60	50.4	67737	60.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.5	365	0.3
3 75% OF PREMIUM	4	3.4	1303	1.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.5	657	0.6
5 50% OF PREMIUM	4	3.4	593	0.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	3.4	536	0.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	20.2	35534	31.6
9 OTHER	2	1.7	245	0.2
TOTAL	119	100.0	112605	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	14	11.8	5285	4.7
1 BASIC (A)	1	0.8	120	0.1
2 BASIC AND EXTENDED (A AND B)	15	12.6	4607	4.1
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	53	44.5	62470	55.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	9.2	3786	3.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	20.2	36224	32.2
7 OTHER	1	0.8	113	0.1
TOTAL	119	100.0	112605	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	35	29.4	41382	36.7
1 PROVISION	84	70.6	71223	63.3
TOTAL	119	100.0	112605	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	52	43.7	46107	40.9
1 UNION	26	21.8	21861	19.4
2 MANAGEMENT	15	12.6	4960	4.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	17	14.3	27280	24.2
4 ADMINISTERED BY SEPARATE TRUSTEES	2	1.7	242	0.2
5 MUNICIPAL/PROVINCIAL GOVERNMENT	1	0.8	105	0.1
6 OTHER	6	5.0	12050	10.7
TOTAL	119	100.0	112605	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	82	68.9	95094	84.4
1 PROVISION	37	31.1	17511	15.6
TOTAL	119	100.0	112605	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	3	2.5	25350	22.5
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	8	6.7	3040	2.7
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	22	18.5	6664	5.9
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	52	43.7	29350	26.1
4 BY UNION REPRESENTATIVE	18	15.1	31480	28.0
5 BY GRIEVANCE COMMITTEE	3	2.5	593	0.5
6 BY WRITTEN NOTICE	8	6.7	2983	2.6
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	1.7	1715	1.5
8 OTHER	3	2.5	11430	10.2
TOTAL	119	100.0	112605	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	25	21.0	32405	28.8
1 72 HOURS OR LESS	5	4.2	1257	1.1
2 FIVE DAYS	10	8.4	5260	4.7
3 ONE WEEK	14	11.8	6405	5.7
4 TEN DAYS	14	11.8	3831	3.4
5 TWO WEEKS	9	7.6	13176	11.7
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	21	17.6	25299	22.5
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	9	7.6	5713	5.1
10 OTHER	12	10.1	19259	17.1
TOTAL	119	100.0	112605	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	61	51.3	77669	69.0
1 PROVISION	58	48.7	34936	31.0
TOTAL	119	100.0	112605	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	111	93.3	109967	97.7
1 PROVISION	8	6.7	2638	2.3
TOTAL	119	100.0	112605	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	80	67.2	100566	89.3
1 PROVISION	39	32.8	12039	10.7
TOTAL	119	100.0	112605	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	83	69.7	95133	84.5
1 PROVISION	36	30.3	17472	15.5
TOTAL	119	100.0	112605	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	5	4.2	37100	32.9
1 SINGLE ARBITRATOR	33	27.7	11719	10.4
2 PERMANENT UMPIRE (NAMED)	5	4.2	2158	1.9
3 TRIPARTITE BOARD	48	40.3	45556	40.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	23	19.3	13070	11.6
6 OTHER	5	4.2	3002	2.7
TOTAL	119	100.0	112605	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	91	76.5	92071	81.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	28	23.5	20534	18.2
TOTAL	119	100.0	112605	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	102	85.7	99875	88.7
1 PROVISION	17	14.3	12730	11.3
TOTAL	119	100.0	112605	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	35	29.4	12911	11.5
1 JOINT SAFETY COMMITTEE	75	63.0	81890	72.7
2 OTHER	9	7.6	17804	15.8
TOTAL	119	100.0	112605	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	45	37.8	19995	17.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	36	30.3	46075	40.9
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	3	2.5	1248	1.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.8	120	0.1
4 RIGHT TO UNDERTAKE INSPECTIONS	8	6.7	6969	6.2
5 COMBINATION OF 2 AND 3	1	0.8	500	0.4
6 COMBINATION OF 2 AND 4	3	2.5	5500	4.9
7 COMBINATION OF 2, 3 AND 4	15	12.6	28858	25.6
8 OTHER	7	5.9	3340	3.0
TOTAL	119	100.0	112605	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	47	39.5	21195	18.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	45	37.8	42715	37.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	27	22.7	48695	43.2
TOTAL	119	100.0	112605	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	29	24.4	20888	18.5
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	73	61.3	80140	71.2
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	7	5.9	2892	2.6
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	1.7	348	0.3
4 OTHER	8	6.7	8337	7.4
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	76	63.9	72352	64.3
1 PROVISION	43	36.1	40253	35.7
TOTAL	119	100.0	112605	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	111	93.3	110072	97.8
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	4	3.4	1105	1.0
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	2	1.7	570	0.5
4 OTHER	2	1.7	858	0.8
TOTAL	119	100.0	112605	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	104	87.4	96780	85.9
1 PROVISION	15	12.6	15825	14.1
TOTAL	119	100.0	112605	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	78	65.5	46200	41.0
1 PROVISION	41	34.5	66405	59.0
TOTAL	119	100.0	112605	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	110	92.4	101635	90.3
1 POLICY STATEMENT ONLY	5	4.2	10108	9.0
2 POLICY AND/OR COMPLAINT PROCEDURE	4	3.4	862	0.8
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	119	100.0	112605	100.0
1 PROVISION	-	-	-	-
TOTAL	119	100.0	112605	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	99	83.2	49508	44.0
1 PROVISION	20	16.8	63097	56.0
TOTAL	119	100.0	112605	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	109	91.6	96029	85.3
1 PROVISION	10	8.4	16576	14.7
TOTAL	119	100.0	112605	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	47	39.5	80734	71.7
1 PROVISION	72	60.5	31871	28.3
TOTAL	119	100.0	112605	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	53	44.5	29948	26.6
1 PROVISION	66	55.5	82657	73.4
TOTAL	119	100.0	112605	100.0

APPENDIX

AGREEMENTS SURVEYED

Employer	Union
MINING	
AFTON OPERATING CORPORATION	STEELWORKERS, Local 8637
BYRON CREEK COLLIERIES	MINE WORKERS, Local 7292
CASSIAR MINE	STEELWORKERS, Local 6536
COMINCO VALLEY COPPER MINE	CAIMAW, Local 8
COMINCO (Trail, Kimberley)	STEELWORKERS, Locals 480, 651, 8320
COMINCO (Kimberley)	STEELWORKERS, Local 9672
COMINCO (Kimberley)	STEELWORKERS, Local 9705
MACLAREN FOREST PRODUCTS	STEELWORKERS, Local 898
NEWMONT MINES (Similkameen)	CAIMAW, Local 22
QUINTETTE COAL	OPERATING ENGS, Local 115C
UTAH MINES	OPERATING ENGS, Local 115
WESTAR TIMBER (Hazelton)	CPU, Local 404
WESTAR MINING	OTEU, Local 378
WESTMIN RESOURCES	CAIMAW, Local 19
MANUFACTURING	
FOOD & BEVERAGE:	
BERRYLAND FOODS	FOOD & COMM. WORKERS, Local 430
BERRYLAND FOODS	FOOD & COMM. WORKERS, Local 517
BREWERY EMPLOYERS LABOUR REL ASSN.	BREWERY WORKERS, Locals 300, 308
CANADA SAFEWAY	BAKERY WORKERS, Local 468
EMPRESS FOODS PROCESSING PLANT	RETAIL WHOLESALE, Local 470
FISH PROCESSORS BARGAINING ASSN.	UFAWU, (Herring-Gillnet)
FLETCHERS FINE FOODS	FOOD & COMM. WORKERS, Local 283
FRASER VALLEY FROSTED FOODS	FOOD & COMM. WORKERS, Local 430
FRASER VALLEY MILK PRODUCTS	MACHINISTS, Local 1857
LILYDALE CO-OPERATIVE	FOOD & COMM. WORKERS, Local 432
MCGAVIN FOODS	BAKERY WORKERS, Local 468
NALLEY CANADA CHIP & DRESSING	TEAMSTERS, Local 213
PARK & TILFORD CANADA	BREWERY WORKERS, Local 300
PRINCE RUPERT FISHERMEN'S CO-OP	SHOREWORKERS & CLERKS, Local 1674
ROYAL CITY FOODS	RETAIL WHOLESALE, Local 580
SNOWCREST PACKERS	FOOD & COMM. WORKERS, Local 432
SUNRISE POULTRY	FOOD & SERVICE WORKERS, Local 10
SUN-RYPE PRODUCTS	TEAMSTERS, Local 213
VICTORIA DAIRIES	TEAMSTERS, Local 464
HIRAM WALKER & SONS	UAW, Local 2028
WOMETCO	TEAMSTERS, Local 213

WOOD PRODUCTS:	
BELKIN PAPERBOARD	CPU, Local 112
CONIFER	IWA, Several Locals
FOREST INDUSTRIAL RELATIONS	IWA, Coast Master
HOUSTON FOREST PRODUCTS (Babine)	IWA, Local 1-424
INTERIOR FOREST LABOUR RELATIONS	IWA, Locals 1-405, 1-417, 1-423
NORTHWOOD PULP & TIMBER	IWA, Local 1-424
WELDWOOD OF CANADA	IWA, Local 1-424
WEST FRASER MILLS PACIFIC INLAND	NORTHERN INTERIOR WOODWORKERS
PAPER & ALLIED:	
SCOTT PAPER	CPU, Local 456
PRINTING & PUBLISHING	
CANADIAN NEWSPAPERS, TIMES-COLONIST	NEWSPAPER GUILD, Local 223
PACIFIC PRESS	TYPOGRAPHICAL UNION, Local 226
METALS:	
TREE ISLAND STEEL	TEAMSTERS, Local 213
WEISER LOCK	CAIMAW
MACHINERY:	
BEL-AIRE SHIPYARD	MARINE WORKERS, Local 1
B.C. MARINE SHIPBUILDERS	SHIPYARD WORKERS
GENSTAR	CARPENTERS 506, IBEW 213, PLUMBERS 170, MACHINISTS 1857
WINDSOR MACHINE	STEELWORKERS, Local 3376
TRANSPORTATION EQUIPMENT:	
ALLIED SHIPBUILDERS	SHIPYARD WORKERS, Local 1
FINNING TRACTOR	MACHINISTS, Lodge 692
VANGUARD MANUFACTURING	CARPENTERS, Local 2076
WESTERN STAR TRUCKS	MACHINISTS, Lodge 2710
ELECTRICAL PRODUCTS:	
MICROTEL	IBEW, Local 264
MISCELLANEOUS MANUFACTURING:	
BUILDING SUPPLY AGREEMENT	TEAMSTERS, Local 213
CAPITAL PLASTICS	CPU, Local 433
CONSUMER GLASS	TEAMSTERS, Local 213

FIBERGLAS CANADA	ECW, Local 42
JANTZEN CANADA	LADIES GARMENT WORKERS, Local 287
KORET CANADA	LADIES GARMENT WORKERS, Local 287
MR. JAX FASHIONS	CLOTHING WORKERS, Local 178
SHELL CANADA PRODUCTS	CAIMAW, Local 12
SURREY CLASSICS	LADIES GARMENT WORKERS, Local 287

CONSTRUCTION

B.C. ROADBUILDERS ASSN.	LABOURERS, Local 602
B.C. ROADBUILDERS ASSN.	OPERATING ENGS, Local 115
B.C. ROADBUILDERS ASSN.	TEAMSTERS, Local 213
C.L.R.A.	SHEET METAL WORKERS, Local 276; (Roof)
C.L.R.A. STANDARD AGREEMENT	BRICKLAYERS, Local 1
C.L.R.A. STANDARD AGREEMENT	CARPENTERS, Several Locals
C.L.R.A. STANDARD AGREEMENT	LABOURERS, 4 Locals
C.L.R.A.	PAINTERS, 4 Locals (Brush Paint)
C.L.R.A.	PLUMBERS, Local 170
C.L.R.A.	PLUMBERS, Local 516
C.L.R.A. STANDARD AGREEMENT	SHEET METAL WORKERS, Local 280
FOREST INDUSTRIAL RELATIONS	IWA, Locals 1-217, 1-357

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

ALLTRANS EXPRESS	TEAMSTERS, Locals 31 and 213
ANNACIS AUTO TERMINALS	TEAMSTERS, Local 213
ARROW BULK CARRIERS	TEAMSTERS, Local 213
B.C. FERRY CORPORATION	BC FERRY & MARINE WORKERS
CANADIAN FREIGHTWAYS	TEAMSTERS, Local 213
C.P. AIRLINES (Accounting)	MACHINISTS, Lodge 764
COUNCIL OF MARINE CARRIERS	CBRT, Local 400
COUNCIL OF MARINE CARRIERS	CDN. MERCHANT SERVICE GUILD
COUNCIL OF MARINE CARRIERS	SEAFARERS
GREYHOUND LINES	ATU
IMPERIAL PARKING	LABOURERS, Local 602
MACDONALDS CONSOLIDATED	RETAIL WHOLESALE, Local 580
METRO TRANSIT OPERATING CO.	IND. CANADIAN TRANSIT UNION
WATERFRONT FOREMEN EMPLOYERS	LONGSHOREMEN, Local 514

COMMUNICATION AND UTILITIES:

B.C. HYDRO	IBEW, Local 213
B.C. HYDRO & POWER AUTHORITY	OTEU, Local 378
B.C. TELEPHONE	TELECOMMUNICATIONS WORKERS
B.C.T.V. - CHAN TV	NABET, Local 814
B.C.T.V. - CHEK TV	NABET, Local 815
CANADA POST	CUPW
I.C.G. LIQUID GAS	TEAMSTERS, Local 213
INLAND NATURAL GAS	OTEU, Local 378
WEST KOOTENAY POWER & LIGHT	IBEW, Local 213

TRADE FINANCE AND REAL ESTATE

TRADE:

EATONS	EATONS EMPLOYEES ASSN.
HUDSON'S BAY CO.	FOOD & COMM. WORKERS, Local 1518
IKEA	TEAMSTERS, Local 213
KELLY DOUGLAS & COMPANY	FOOD & COMM. WORKERS, Local 2000
KELLY DOUGLAS & COMPANY	RETAIL WHOLESALE, Local 580
H. Y. LOUIE	TEAMSTERS, Local 213
OKANAGAN FEDERATED SHIPPERS	FOOD & COMM. WORKERS, Local 2000
VANCOUVER MOTOR DEALERS	MACHINISTS, Lodge 1857

FINANCE, INSURANCE AND REAL ESTATE:

B.C. ASSESSMENT AUTHORITY	CUPE, Local 1767
B.C. BUILDINGS CORPORATION	BCGEU
INSURANCE CORPORATION OF B.C.	OTEU, Local 378
MEDICAL SERVICES ASSN.	CUPE, Local 1816
WORKERS COMPENSATION BOARD	WCB EMPLOYEES UNION

COMMUNITY, BUSINESS AND PERSONAL SERVICES

EDUCATION SERVICES:

CAR-THOMPSON NICOLA LIBRARY SYSTEM	BCGEU
KWANTLEN COLLEGE	BCGEU, Local 59
MALASPINA COLLEGE	CUPE, Local 1858
SCHOOL DISTRICTS #7, #9, #10, #12	CUPE, Locals 748, 1298, 2450, 2098
SCHOOL DISTRICT #27 (Cariboo Chilcotin)	OPERATING ENGS, Local 959
SCHOOL DISTRICT #33 (Chilliwack)	CUPE, Local 411
SCHOOL DISTRICT #37 (Delta)	CUPE, Local 1091
SCHOOL DISTRICT #38 (Richmond)	CUPE, Local 716
SCHOOL DISTRICT #39 (Vancouver)	CUPE, Local 407
SCHOOL DISTRICT #40 (New Westminster)	CUPE, Local 409
SCHOOL DISTRICT #43 (Coquitlam)	CUPE, Local 561
SCHOOL DISTRICT #45 (West Vancouver)	WEST VAN MUNICIPAL EMPS ASSN, 395
SCHOOL DISTRICT #47 (Powell River)	CUPE, Local 476
SCHOOL DISTRICT #52 (Prince Rupert)	OPERATING ENGS, Local 882
SCHOOL DISTRICT #57 (Prince George)	OPERATING ENGS, Local 858
SCHOOL DISTRICT #62 (Sooke)	CUPE, Local 459
SCHOOL DISTRICT #63 (Saanich)	CUPE, Local 441
SCHOOL DISTRICT #70 (Alberni)	CUPE, Local 727
SCHOOL DISTRICT #71 (Courtenay)	CUPE, Local 439
SCHOOL DISTRICT #72 (Campbell River)	CUPE, Loal 723
SCHOOL DISTRICT #85 (N Van Island)	CUPE, Local 2045
SIMON FRASER UNIVERSITY	AUCE, Local 2
UNIVERSITY OF BRITISH COLUMBIA	CANADIAN UNIVERSITY EMPS

UNIVERSITY OF VICTORIA	CUPE, Local 917
UNIVERSITY OF VICTORIA	CUPE, Local 951
VANCOUVER COMMUNITY COLLEGE	LANGARA FACULTY ASSN.
VANCOUVER COMMUNITY COLLEGE	VMREU
VANCOUVER COMMUNITY COLLEGE	VOCATIONAL INSTRUCTORS
VANCOUVER ISLAND REGIONAL LIBRARY	CUPE, Local 401
VANCOUVER PUBLIC LIBRARY BOARD	CUPE, Local 391

HEALTH & WELFARE SERVICES:

CEN FRASER VALLEY HOMEMAKERS SERVICE	BCGEU
CCERA BEACON HILL LODGES	LABOURERS, Local 602
CCERA COAST FOUNDATION	CUPE, Local 2798
EMERGENCY HEALTH SERVICES COMM.	CUPE, Local 873
HEALTH LABOUR RELATIONS ASSN.	HEALTH SCIENCES ASSN.
HEALTH LABOUR RELATIONS ASSN.	HEU, Local 180
VAN-RICHMOND ASSN MENTALLY HANDICAPPED	BCGEU

ACCOMODATION AND FOOD:

B.C. HOTELS ASSN.	CBRT, Local 533
C.N. HOTELS (Hotel Vancouver)	CBRT, Local 275
C.P. HOTELS EMPRESS	CBRT, Local 276
GRANVILLE ISLAND HOTEL	CDN. HOTEL & ALLIED WORKERS, Local 1

MISCELLANEOUS SERVICES:

B.C. JOCKEY CLUB	W. COAST RACE TRACK EMPS ASSN.
B.C. PLACE	SERVICE EMPS, Local 244
B.C. SYSTEMS	BCGEU, Local 67
CANADIAN LINEN SUPPLY	TEAMSTERS, Local 213
ASSN. OF CANADIAN SECURITY SERVICES	LABOURERS, Local 105
CANTEEN OF CANADA	SERVICE EMPS, Local 244
FAMOUS PLAYERS LIMITED	MOVING PICTURE MACHINE OPS.
NELSONS LAUNDRIES	RETAIL WHOLESALE, Local 580
PINKERTONS OF CANADA	TEAMSTERS, Local 213
TRADE UNION OFFICES MASTER AGREEMENT	OTEU, Local 15

PUBLIC ADMINISTRATION

PROVINCIAL GOVERNMENT:

GOVERNMENT OF BRITISH COLUMBIA	BCGEU
B.C. GOVERNMENT	PROFESSIONAL EMPS ASSN.
B.C. GOVERNMENT	REG. PSYCH NURSES & BC NURSES

MUNICIPAL, LOCAL AND REGIONAL GOVERNMENT

GREATER VANCOUVER REGIONAL DISTRICT	GVRD EMPS ASSN.
KITIMAT, District of	CUPE, Local 707
MISSION, District of	CUPE, Local 1267
MIPEA - NANAIMO, Regional District of	CUPE, Local 401
OMMLRA - KAMLOOPS, City of	CUPE, Local 900
OMMLRA - KELOWNA, City of	CUPE, Local 338
OMMLRA - PENTICTON, City of	CUPE, Local 608
POWELL RIVER, District of	CUPE, Local 798
PRINCE GEORGE, City of	CUPE, Locals 399, 1048
PRINCE RUPERT, City of	CUPE, Local 105
SURREY, District of	CUPE, Local 402
TRAIL, City of	CUPE, Local 2097
VICTORIA CITY POLICE	POLICE OFFICERS, Local 2

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